

THE
SIGMA
PHI
EPSILON

Journal



Spring, 2013

Vol. 110, No. 2

LEGACIES

**Family ties deepen brotherhood,
leadership and giving (page 22)**



The De Ayala family of Texas-Austin

SigEps welcome in victims of Sandy (page 20)

Salvage Dawgs: Architectural rescuers share their adventures (page 36)



Bert Harris III, Florida '74, received his bachelor's and master's degrees from the University of Florida, and he completed a J.D. at Florida State in 1979. He is the attorney for the Town of Lake Placid, Fla., where his practice areas include civil litigation, real property and land use.

In 1993, Harris was appointed as a trustee of the National Housing Corporation (which became SigEp National Housing, LLC, in 2009). He served as president of the National Housing Corporation from 1995 through 2009. Harris was elected to the National Board of Directors in 2003, and he was elected Grand Secretary of the Board in 2009. At the 2011 Conclave in Phoenix, Ariz., Harris became the 55th Grand President of Sigma Phi Epsilon.

The Legacies of SigEp

This issue of the *Journal* focuses on legacies and the many ways family bonds deepen a member's appreciation for SigEp. Every man wants his son to live better with more opportunities than he enjoyed. The opportunity to be healthier, learn more and lead better. The Balanced Man Program does exactly that.

What needs to be preserved for legacies and for all SigEps? The pursuit of excellence. That's how we achieved a Fraternity-wide GPA of 3.15, through steady, focused progress. Perhaps more important are the qualitative gains: The bonds of friendship. The learning about life. The commitment to give back. You'll see a clear picture in the stories that follow of the intangible, precious gifts of our brotherhood.

Legacy begins with the chapter experience

We have reinvigorated and refined the Balanced Man Program to increase its impact. Volunteers and Headquarters staff expanded the program's online resources. Regional directors are better trained to support chapters in implementing the program, and we have a clear road map for running the program effectively.

On August 23, 2011, David Skorton, president of Cornell University, promoted the Balanced Man Program in *The New York Times* as a model for other organizations to follow. He said the program "replaces the traditional pledging period with a continuing emphasis on community service and personal development." In case you missed it, go to www.nytimes.com and search on Skorton. SigEp has the formula to make fraternity relevant and lasting at all of our chapters. The Balanced Man Program creates the day-to-day college experience that empowers brothers to live their best lives.

SigEp's new program, Life After College, helps our undergraduates focus on the personal and professional skills to transition to their next stage in life. Participants polish their resumes, complete mock interviews, learn to develop professional relationships and focus on life skills such as personal finance and budgeting.

Cultivating these great experiences for our undergraduate brothers is only possible through the generosity of our alumni. I appreciate and thank the volunteers and donors who have fueled this growth and improvement. Our trend needs to continue so that many more brothers will benefit from SigEp's life-changing impact on

college men. We know that. And the Fraternity will strive to maximize the impact of every donation and every contribution of time and talent.

The legacy of a home away from home

When U.G. Dubach, Oregon 1913, talked about creating environments where, "It is easy to do right and hard to do wrong," he was referring to a home away from home, the safe and academically-minded living space that offers young men invaluable out-of-classroom structure and support. Our housing needs are enormous. And housing support is one of the most tangible ways to leave a lasting legacy like the Rankin and Hicks families have at Texas-Austin (p. 24).

Measures of our legacy: The good and the troubling

Our 3.15 GPA places SigEp among the highest academic achievers in the fraternal world. We support more talented young men than any other fraternity. We recruit over 6,000 new members each year. Our chapters are increasing in size and stature. Our programs and events keep breaking attendance records as we reach more young leaders than ever before.

At the same time, alcohol, hazing and bystander behavior continue to plague student life. We see far too much risky and downright irresponsible behavior within our chapters. At many chapters, accountability is dangerously absent. Because of hazing, alcohol abuse and other matters, 13 SigEp chapters with over 990 brothers have been closed in the past 18 months. Chapters closed by university or National Board action include those at South Carolina, Florida and Southern California, among others.

The story of Florida Alpha, my home chapter, is a cautionary example, a story I never imagined would be told. **But tell it we must.** Read about the closing of my chapter on page 42. The Florida Alpha story shows that we must do more to support our chapters and the young men who lead them. Our chapters can go from great to misguided in a remarkably short time.

As an alumnus, you can perpetuate the legacy of SigEp. You are the adviser, the mentor, the donor, the friend. We need you.

Sincerely,

BERT J. HARRIS III
Grand President

In this issue:

ON the COVER



The *Journal* has connected SigEps across many generations since its first issue in 1904. The Spring 2013 cover reflects the 1983 design the De Ayala family would have received at the time this photo was taken thirty years ago. Read about the De Ayala legacy on page 25.



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Jonathan B. Greenstein, Illinois State '11
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Thomas B. Jelke, Ph.D., Florida International '90
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Brian Shawn, North Dakota '02
Ryan Sugden, Wisconsin '06
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David Wenzel, Cincinnati '06
Trey Wydysh, Richmond '07

Reader's Guide

SigEp Journal

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The *SigEp Journal* is published by Sigma Phi Epsilon, founded in 1901, for undergraduates and alumni of the Fraternity. The *Journal* strives to show how the SigEp experience has improved the lives of undergraduates and alumni over time, to encourage involvement and financial support, and to instill pride in the mission and accomplishments of the Fraternity.



Submissions

Deadlines for submitting articles, photos and story ideas for the *Journal* come in the following weeks each year: Spring: February 1; Fall: July 1. Email submissions to communications@sigep.net. Send submissions to Journal Editor, Sigma Phi Epsilon, 310 South Boulevard, Richmond, Virginia 23220.

The *Journal* welcomes all submissions. For more detailed guidelines, go to www.sigep.org/news/journal. Decisions to publish material we have received is based on the sole discretion of the editorial staff.

Letters to the editor

The *Journal* welcomes your comments and perspective on what you read here and other issues related to the Fraternity. Send your email to communications@sigep.net. Please include your name, school and graduation year. Letters and social media posts may be edited for clarity and space.

Advertising

Advertising is accepted in half-page or full page increments. Deadlines for artwork: Spring: March 1; Fall: August 1. For ad specifications, please email communications@sigep.net.

Subscriptions

The *Journal* is mailed to every member with an active address in our database. Ten copies are mailed to chapter presidents. If members move, they need to update their address at www.sigep.org/update. Parents or members can send an email to address.update@sigep.net with a new address to keep SigEp records current.

The SigEp Journal

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The five 2013 Carlson Leadership Academies held across the country broke attendance records for the seventh year in a row with 2,638 registrants. CLAs featured a new and improved member development program with tracks for Balanced Man and pledging chapters. And, right on cue, Chicago had a major snowstorm during our program, yet 59 chapters were able to brave the elements for the sake of their brotherhood.

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- 25: James M. Amen,
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- 26: David R. Calderon,
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Vacant districts not listed

1953...60 years ago in SigEp

Compiled by JAN BRAMMER,
Administrative Coordinator

Where do we stand in scholarship?

National Scholarship Chairman U.G. Dubach asks, "Does SigEp dare to be different?"



Helping Others

SigEp chapters have discovered that helping others in the proper spirit, they really help themselves most.



1953 Flower Dance

Colorado State's outdoor "Flower Dance" sets example in simplicity and good taste.



Three generations in 1953

Pictured is the Martino trio, a family representing three generations. Jimmy, the youngest is in good company for leadership lessons. Granddad Frank Martino, Texas-Austin Renaissance, is a sparkplug in Texas SigEp affairs while Frank Jr, Texas '52, (1975 OGH recipient) supports the new chapter at North Texas as district governor.

41,000th member

John D. Sills, Michigan '56, was initiated in March 1953, as the 41,000th member of Sigma Phi Epsilon. He was the 700th member to be initiated by the Michigan Alpha

Chapter. Brother Sills went on to serve as treasurer of the chapter for two years. Reflecting back on his SigEp membership, Sills stated, "It was the most useful experi-

ence one could get in college." Sills obtained his law degree in 1959 and has been practicing law ever since. He is still involved with many of his SigEp brothers and his

little brother in the Fraternity, Bill Hobbs, Michigan '59, was recently involved in the renovation of the new chapter house at Michigan.





Military theme appreciated

Dear *Journal*,

My heartfelt thanks go to the *Journal* team and all those that contributed to the last issue featuring *A Century of SigEp Servicemen*. I am honored to pass on the compliments and gratitude of several brother veterans and servicemen to the *Journal's* Editor, Gay-Lynn Carpenter. Gay-Lynn gave us the perfect forum to advertise the SigEpVets network and the projects we have supported.

SigEps have reached out to SigEpVets and asked how they could contribute to our efforts. Several have pledged to donate to our Fallen Brother Scholarship, several have purchased our SigEpVets Challenge Coin, and others have passed the word on to their brothers.

The *Journal* did a great job making our undergraduate members conscious of recognizing and honoring our military members. When the members at the University of Tennessee Chapter discovered that a new student was a retired Navy chief, they initiated Bryce Edgeman as a Renaissance Brother. Cal State-San Bernardino focused its

annual philanthropy on supporting local military members through the USO. They raised money and collected comfort food and supplies for care packages. Efforts like these bring honor to our entire Fraternity.

I eagerly look forward to our Conclave outside Dallas where the SigEpVets will celebrate arm in arm again. SigEpVets will once again support the NUTS! McAuliffe Society at a Conclave reception on August 2. Military brothers are encouraged to show your pride by wearing your Army, Navy, Marine Corps, Coast Guard or Air Force colors!

RENATO VILLACORTE

CalPoly-Pomona '91



SigEp remembers DMZ

Sirs,

Regarding the Fall '12 issue of the *Journal*, the article on page 31 about the Vietnam War, how can I obtain a copy of the article and perhaps a print of the photo re: DMZ. The tour at Camp Barnes was exciting to say the least. We were so close that the VC (Viet Cong) could shoot us

down with artillery, mortars and snipers.

I served as the battalion supply officer (MCB-7) and it was quite a challenge.

Thank you for your help.

E. B. (NED) UNDERHILL
(kneeling left)
Kent State '65

Journal listing prompts Buffkin-Felker Award and Scholarship

Dear *Journal* Editor,

Recently, the Texas Alpha Chapter established a \$25,000 endowment to offer scholarships to undergraduate brothers who demonstrate leadership, service and brotherhood. The recipients are nominated and voted on by the undergraduates. The first recipient, **Beau Grenier, '14**, received his \$1,000 scholarship in fall 2012. He is an economics major with a 3.4 GPA.

I wanted you to know that this initiative all started when **Jack Reidy, '83**, learned that his pledge brother, **Steve Buffkin, '84**, had passed away. Jack read Steve's name in the *Journal's* In Memoriam listing from the Fall 2011 issue. We decided to also remember **Chris Felker, '84**, and the Buffkin-Felker Award and Scholarship was established. Within a few months, we achieved our target of a \$25,000 endowment to honor our brothers and active members for years to come. Special thanks to **Jim Addison, '84**, **Mark Johnson, '82**, **Mike Coffin, '84**, **Doug Duke, '83**, **Jaime Saxton, '83**, and **Richard Ellwood, '84**, for their efforts in making this a reality.

We introduced Chris and Steve to the undergraduate chapter as guys who were once much like them. We wanted the chapter to know them as real people, about their dad's age, rather than abstract names on a plaque and that this honor would only be awarded to a brother who is held in the highest regard.

Thanks for keeping all SigEps connected through the *Journal*.

Fraternally,

CARLOS A. DE AYALA
Texas '83

Read more about the De Ayala family on page 25.

Please send your comments or letters to the editor to communications@sigep.net, or mail to SigEp Headquarters, 310 S. Boulevard, Richmond VA 23220. Letters and social media posts may be edited for clarity and length.



SigEps add muscle to Hattiesburg Heart Walk

I am the regional director of the American Heart Association in Hattiesburg, Miss. We raise funds for research, education and programs. We host a Gala and a Heart Walk, each raising over \$170,000. Just five years ago, they both raised a combined total of only \$140,000.

I have worked with **Charles Childress, Southern Mississippi '06**, and I have never met a more cooperative and driven leader. Mr. Childress and the SigEp Fraternity volunteers have been essential in making our events successful. For the past five years, SigEp volunteers have served our organization in many ways.

Volunteers set up for the Heart Walk on a Friday (including a lot of manual labor). At 6 a.m. on Saturday, they arrive to complete set up and start registration at 7:30 a.m. After about 3,000 participants

complete the walk, SigEp volunteers help tear down and deliver items back to storage. For the Gala event, SigEp volunteers handle tear-down duties and deliver items to a storage unit.

These events would not be possible without the help of these outstanding young leaders, and they are all to be commended. We have many staff and students volunteering for our events, but SigEp is the most consistent. I love the impact these volunteers have on the community, and it is great to see so many SigEps proudly wearing their SigEp t-shirts.

With heartfelt thanks,

EVE ELIAS

American Heart Association



Pastry chef hears from budding baker

Journal Editor, I have received a lot of positive feedback from your Fall 2012 article "Pastry chef achieves top national honor," but the most rewarding feedback was

from a young SigEp attending a university in California. He has found himself in a similar position to mine 10 years ago—how to make pastry and baking a career.

Former Grand President's daughter remembers

I was pleased and gratified that the article of the new house at the Michigan Alpha Chapter referenced my father, **J. Russell Pratt, Michigan '39**. He was recruited from Purdue University by Traveling Secretary **Lewis Mason, Syracuse '36**, to help the struggling Michigan Chapter. He became chapter president, and it thrived.

Many years later, after serving as Grand President (1954-55), he was actively involved in founding the Housing Loan Fund and the Chapter Investment Fund. He personally designed a number of chapter houses including the house at the University of Alabama.

My father would have loved being involved in the design and updated construction of Michigan Alpha's chapter house.

As he grew older, his greatest goal was to be the "last man standing" at the Fraternity's Conclave. He accomplished that goal twice before his death in 2003.

Thank you.

JAN PRATT SOWA



Grand President J. Russell Pratt, above, served his term in 1954-55. His wife, Helen and daughters, Jan, left, and Susan knew well what SigEp meant to him. Photos from the November, 1954 *Journal*.

him, as I would your other readers, to follow your passion to success!

Best,

NATHANIEL REID
Missouri - Columbia '03



Red Door Notes

The red door on SigEp chapter houses started at Syracuse University in 1928. While not the only factor in a high-performing chapter, well-appointed chapter facilities establish the foundation for creating the right experience through efforts like the Balanced Man Program and Residential Learning Communities.

WPI Chapter's new library makes house a home for scholars

By **NEIL SPELLMAN**, WPI Chapter Faculty Adviser

The Massachusetts Beta Chapter house at WPI is an historical property in Worcester, Mass., initially built for the university's president in the late 19th century and purchased by the chapter in the 1940s. The house was designed by the noted architect, Steven Earle, whose son, Ralph, later resided there as president of WPI.

The Victorian house has four large rooms and a kitchen, as well as a large foyer and central staircase on the main floor. Eleven bedrooms on the upper two floors, including a suite for the president, house 21 brothers. A large wrap-around front porch, pocket doors that slide into the walls, and hardwood floors have remained in superb condition. The new library will enhance the academic experience that the house can offer.

In 2009, **Myles Walsh, '10**, approached then-Chapter President **David Kulis, '10**, about making the library off limits except for study. Walsh passed it on to the chapter and its Alumni and Volunteer Corporation. Chapter presidents **Brian Marino, '11**, and **Dan**

Sullivan, '12, spearheaded the effort, and the brothers and alumni designed and funded the project in 2012.

This project required the use of the Chapter Investment Fund to restore the walls, floor and ceiling and to repair a roof that had been leaking into the library annex. During the holiday break in '12-'13, work began which included the sweat equity assistance of six brothers completing the initial demolition work. The entire project, including wiring, insulation, painting, finish work, and installation of new air conditioning, was completed by February.

While the initial stage provides a quiet area for study along with direct internet connectivity to the WPI network, the chapter is considering other additions. Already the reunion classes are asking to fund specific projects such as the fireplace, the

"If you have a garden and a library, you have everything you need."

~ **CICERO**



WPI completed the library renovation in February. One of the last steps is to get the composites hung on the walls.

annex for the faculty fellow and furniture appropriate for the room.

The Library is dedicated to long-time Chapter Counselor **Trueman Sanderson, '31**, and the chapter anticipates a rededication ceremony during Alumni Weekend in June 2013. Brother Sanderson was one of the first regional directors and was known as Mr. SigEp New England because of his involvement in many chapters in the region.

Chapter leaders believe the restoration will assist with recruitment of men who are interested in becoming sound of mind and body, that they will be encouraged to know that the chapter values academics and offers an environment where it is easy to focus and study. The annex is set aside for use by Faculty Fellow Professor Sharon Wulf from the WPI School of Business. She holds weekly office hours inside the house to provide academic support and professional development.

This emphasis on Sound Mind and Sound Body is extended by the Tyler Scholarship, funded by Brother **Edward Tyler, '48**. It is awarded to brothers who have combined strong involvement in the chapter with strong academics, with a particular focus on the treasurer.

For the last two years, Massachusetts Beta has awarded \$25,000 in total scholarships each year to more than 20 brothers. The chapter has the highest GPA on campus, an institution with a rigorous course load. The selection committee considers academic achievements, involvement within the chapter and other activities such as varsity athletics.

WPI enjoys one of the largest chapter scholarship endowments in the nation. It is only fitting that the chapter house now has a premier academic environment.



Tyler Scholarship winners and committee members in the new library. From left to right, Kevin Woods, '13, Chris Welsh, '13, Chris Martineau, '14, David Miles, '86, from the AVC Scholarship Committee, Josh Nitso, '13, Jared Harbold, '14, and Mike Aschettino, '12, chair of the Tyler Scholarship Committee.

Rochester Chapter beats out other campus groups for coveted housing spot

By BJORN AHBEL, Rochester '14

The SigEp chapter at Rochester was most pleased to move into its new campus home, sponsored by the university's Academic Living Center (ALC) Program.

The three-story facility is equipped with a library, a large, first-floor event area, and a porch overlooking the Genesee River. The chapter is using the house primarily to focus on promoting campus and community leadership.

All student groups may apply for one of the three ALC houses, which are granted to those with a clear mission that benefits the community as well as the occupants. SigEp promotes a wide range of values and programs, but for the purposes of the ALC, New York Xi clarified its focus. The chapter expanded on the Fraternity's mission to read, "Building balanced leaders," a way to empower male and female rising leaders to have a greater impact on the community.

The ALC program offers three-year leases, and groups must reapply, a highly competitive process among distinguished student groups. New York Xi was proud to be chosen along with Drama House, which promotes theatrical arts on campus, and the Douglas Leadership House, which promotes collaborative leadership and diversity, for leases through spring 2015.

House open to community

The new housing allows the chapter to promote progressive fraternal ideals. The ALC events are open to the entire community in an attempt to break stereotypes that fraternity houses are insular and unwelcoming environments.

Specifically, the ALC focus promotes leadership with three levels of mentorship: faculty to student, student to student, and student to community. During the first semester in the house, 11 ALC events were hosted there. One was an interactive event raising awareness for domestic abuse. Another involved Dr. Howard Beckman, father of a chapter brother, who led a series of workshops with high school students interested in pursuing medicine.

Spelling bee returns to life

The facility also allows the chapter to strengthen existing events. Five years



The Rochester Chapter beat out a student group that had lived in the facility for three years with their focused and community-oriented application that emphasized mentoring and service learning.

The ALC events are open to the entire community in an attempt to break stereotypes that fraternity houses are insular and unwelcoming environments.

ago, the city of Rochester lost funding for a citywide spelling bee, and the event was abandoned. Rochester's struggling school district has a graduation rate near 50 percent, and the brothers noted a need for fun academic events. They collaborated with teachers, school officials, and two local nonprofit organizations to resurrect the bee.

Brothers led monthly tutoring sessions for third-sixth graders to prepare them for the first 19th Ward Spelling Bee held on campus. On event day, finalists enjoyed a meal at a dining hall and toured the school. Parents attended a private information session with admissions to learn how to prepare their children for college. A total of \$1,500 in prize money was awarded to students who intended to attend college upon graduation. This year, the chapter will host tutoring sessions and a reception which will expand the hallmark event.

House is means to an end

The new housing has come at a high point for the chapter. With 78 men, SigEp is the largest fraternity on the Rochester campus for the second year. New York Xi has won top IFC chapter for the past two years and recently took home five awards from the Carlson Leadership Academy. Brothers will keep the progress going as they apply for the coveted Buchanan Cup and accreditation as a Residential Learning Community.

Although housing is a significant step in the chapter's history, brothers are mindful that the house is a means, not an end. The chapter's ALC initiative represents a conscious decision to travel its own road and not let the Greek system drive its agenda. Brothers will work with an ALC committee that aims to keep events relevant to the community and the brotherhood. Finally SigEp at Rochester has a red door.

Colorado Chapter simultaneously builds relationships and a wall

By GERT VAN MOORSEL, Colorado '82

When the city of Boulder began planning for a major, \$7.4 million public works project directly adjacent to Colorado Alpha's chapter house in 2009, our chapter didn't realize that it would launch our own capital building project and test the principles of our Fraternity.

At that time, the Alumni and Volunteer Corporation (AVC) was planning one of its first major capital campaigns, and a housing committee was formed to identify the housing needs of the chapter as well as potential improvements for our grand old chapter house. Built in 1923, and located directly across from the University of Colorado campus, the house has always borne the name of Sigma Phi Epsilon.

Collaboration with local planners

To understand the impacts of the city project and initiate collaboration, our alumni volunteers reached out to the city planning and engineering departments. It was the right thing to do. Through those efforts, we realized that the planned roadway and pedestrian improvements would impact our property significantly: adjacent

streets would be realigned closer to the property boundary, drainage and site improvements needed to be completed, and the old wood fence surrounding our gravel parking area had to be torn down. A new site wall and enclosed courtyard would need to be designed and constructed. We had our project.

Alumni invested significant time to develop the site wall design. They worked with the planning department to meet their strict zoning codes and standards, negotiated construction easements, and collaborated with neighbors during construction.

Property lines refined

Before the new site wall could be built, the AVC needed to settle a long-standing encroachment issue with the neighbors, Chi Omega Sorority. A survey of the property showed that our traditional fence line was on their property. The AVC elected to negotiate an easement. Although time consuming, and at times on the verge of collapse, alumni stayed on the high road of virtue, and worked through all the details with the sorority, down to the color of the brick.

Before the new site wall could be built, the AVC needed to settle a long-standing encroachment issue with the neighbors.



This complex construction project involved city zoning issues, property rights, and an architectural complement to the Colorado campus.



Boulder Project Manager Jason Fell, Chi Omega Sorority Volunteer Sherry Schrantz and Allen Robie, Colorado '82, alumni volunteer project manager, represent the broad collaboration that enhanced the project's final outcome.

Eventually, the chapter secured the formal and perpetual use of that important 10-foot strip of land that we had occupied for at least the last 60 years. The chapter donated half the fee received from the project construction easement back to the city. That generosity paid dividends to support a collaborative effort between the two concurrent construction projects.

Without diligence to our task, the site wall and the new courtyard, as it stands today, could have crumbled. The Colorado Alpha site wall project is a testament to what can be done with persistence, with goal setting, and above all, honest collaboration among all parties.

Constructing a wall creates beautiful space

Challenges with the construction of this \$190,000 project included funding, design, easement negotiations, and construction management, any of which could have derailed the project.

The new wall and courtyard will serve as a gathering place for undergraduates and alumni alike to weld bonds of brotherhood and to renew old friendships. This grassy haven will see barbecues and volleyball games, seminars and studying, or simply the enjoyment of our wonderful Boulder climate.

Through hours of effort and generous donations, alumni can be proud of these improvements to the Grand Old Chapter House. They will stand as a legacy to our great Fraternity and its principles for many years to come.

Mental toughness – from the athletic world to everyday life

By DANIEL L. WANN, PhD, Baker '85



Daniel Wann

Mental toughness describes our ability to successfully face life's challenges in the proper frame of mind. Coaches and athletes have harnessed the value of mental toughness for years, and most professional

and collegiate sport teams employ sport psychologists to help athletes achieve a mental edge.

Much research has demonstrated the athletic gains resulting from improving specific skills such as emotional control and concentration, self-confidence and goal-setting habits. These mental skills can help people in any intense situation, not just when the ball is in the air on the playing field.

Skills like emotional control, self-confidence and goal setting are critical to successfully meet (and beat) many of life's challenges. You don't have to be an athlete to face the stress of a job interview, preparing to take the GRE or MCAT, or meeting your girlfriend's parents for the first time.

Many of the strategies athletes use to hone their psychological skills can be applied to everyday life.

Control your emotions

A foundational psychological skill to increase mental toughness is the ability to control your emotions. You will find it quite difficult to maintain your concentration, remain confident, and communicate effectively when you're in a state of emotional upheaval. Several techniques assist with emotional control,

and I often suggest combining controlled breathing and progressive muscles relaxation. Find a quiet place to relax, and begin to breathe slowly and deeply for a few minutes.

Then, systematically tense and relax various muscle groups throughout the body. (An Internet search for "progressive muscles relaxation" will yield dozens of scripts one can follow).

After several weeks of this daily activity, you can develop the ability to relax very quickly and, as a result, control your emotions. This deceptively simple technique combines concentration and control to allow you to think more clearly, especially under duress.

Optimize self-confidence

Another valuable mental skill is to maintain optimal self-confidence. Notice that I said "optimal" not "high." Your confidence must be reasonable. It must accurately reflect your abilities to help reduce over-confidence, which can be just as problematic as a lack of confidence. I offer several suggestions to maintain optimal levels of confidence.

First, be fully prepared. Again this suggestion is deceptively simple. If you haven't prepared for an upcoming interview, it's only natural to lack confidence when you begin the interview. Being fully prepared will give you a boost in self-assurance. No one can skip this step, on the field or in the office.

Once fully prepared, engage in positive self-talk (PST). PST involves the process of repeating positive affirmations ("I can do this."; "I'm ready.") to yourself prior to engaging in an activity. This positive frame of mind will serve you to set aside doubts and create a clear picture of a positive outcome.



Set specific goals

Mentally tough individuals know what they want, and they make a plan on how to get there. Successful goal setting involves specific goals, difficult but attainable goals, and goal feedback. Say you want to improve your study habits for the upcoming semester. First, develop a very specific goal. Simply saying, "I'm going to study more," won't work because the goal is not defined. What do you mean by "more"? You could say "This semester I will study a minimum of 90 minutes each evening."

The goal must also be difficult but attainable. Goals that can be accomplished with minimal effort (e.g., "This semester I will study a minimum of 10 minutes each evening.") don't motivate and don't drive the person forward. Likewise, goals that are viewed as impossible (e.g., "This semester I will study a minimum of 300 minutes each evening.") are frustrating, and people give up on them easily.

Finally, goal feedback is necessary. You need to know how you are performing relative to the goal and adjust accordingly. Track. Find others to hold you accountable. Share your progress.

Emotional control, optimal confidence and strategic goal setting are three techniques to pump up your mental toughness. These improved psychological skills will lead to success in many life endeavors personally, academically, and professionally.

Dr. Wann is a psychology professor at Murray State University and has published books on sport psychology and sport fans.



Check out varsity athletes online

View a list of varsity athletes at chapters across the nation at www.sigep.org/varsityathletes.

Wrestler uses his resources for academic success

By MATT SMITH, Drake '12, Communications Manager

In his first semester, **Brian Fox, Baldwin Wallace '16**, joined SigEp and the varsity wrestling team. And he earned a 3.36 G.P.A. "SigEp was the best fit for me because of its focus on being a Balanced Man," Fox said.

His success on the mat comes from his passion to put his all into his sport. "I love the exhilarating feeling of going out there and exerting my body's full

strength," Fox said. In high school in Ohio, Fox was twice named a Third Team All Conference District wrestler while placing at sectionals. This season, his proudest moment was when his team took first place at the Mel Berry Duals at Thiel College.

His attitude of giving his all is reflected on campus. Armed with his planner, he tracks his time by

the hour and makes room wherever he can. Outside of class time, Fox spends three to seven hours a day wrestling. He makes sure to leave time to be with his chapter brothers, usually at meal times and on the weekend. "By following my planner, I keep my stress level low, and I can get a lot of work done in a small amount of time," he said.



Brian Fox is flanked by his parents, Mark and Sarah Fox. He's headed off to the Peace Corps after he graduates.

Even his post-college life is carefully planned. Fox is a double major in Spanish and international studies, with a minor in sustainability. He plans to join the Peace Corps upon graduation. "After I serve my 27 months, I hope to attend graduate school and attain my master's degree in Spanish," he said. "Many graduate schools count service in the Peace

Corps as up to half of the hours needed for a master's."

Most importantly, he knows he can't do it alone. "SigEp has helped me stay balanced by giving me tons of opportunities to get involved on campus," he said. "By meeting countless people and creating important connections, I've been able to be successful academically."



David Sved, John Carroll '14, shows championship form in the sport that challenges him more than any other, swimming.

Swimmer shows versatility in racing and academics

By MATT SMITH, Drake '12, Communications Manager

David Sved, John Carroll '14, likes a challenge. That's why he's been swimming since the age of 4. Sved is a biochemistry major with a minor in Spanish and wants to become a physician. He maintained his 3.15 GPA while placing in the top eight in his three main events in his conference championship meet. Swimming drives him.

"Swimming is the only sport that I have ever found physically, mentally and spiritually draining," Sved said. "The highs of winning races and smashing records are feelings I have never experienced from another sport."

Considered a versatile swimmer, his main events are the 50-, 100-, and 200-yard freestyles, but he also has competed in the 100-yard butterfly and 100-yard backstroke. And if that's not enough, he's even competed in the 500-yard freestyle.

The familial bonds Sved experienced with teammates throughout the years have kept him swimming. When he was looking for more brotherhood than his college team offered, he found Sigma Phi Epsilon. "I joined SigEp because of the core

values of being a Balanced Man," Sved said. "I could think of no other way to better myself in my studies and in my sport than to surround myself with young men who shared these core principles."

Sved goes the distance in his chapter, too.

He's been the Balanced Man Scholarship chair and the sigma coordinator. "I enjoyed this position very much because it allowed me to get to know the new members on a better level. I knew I couldn't otherwise due to swimming," Sved said.

On a normal day, Sved is up by 5:30 a.m. for swim practice, spends his day in class and labs, and then goes to the gym to lift weights. He often has to miss social events to study or practice, but he always makes time on Sunday for his chapter meeting.

He credits his brothers with getting him so far. "I know that any one of my brothers is willing to help me catch up if I miss class for a meet," Sved said. "Also, the constant reminders that I can do it, and the listening ears when I'm struggling is exactly what I need in my life."

"The highs of winning races and smashing records are feelings I have never experienced from another sport." ~ DAVID SVED

Forty percent within striking distance Sixty percent of chapters exceed all-campus average

By **ANDREW LEMENS**, Drake '08, Fraternity Operations Director

In 2011, the Grand Chapter raised the minimum chapter academic standard to the all-campus average or a 2.80, whichever is greater starting in 2014. In the spring 2012 semester, over 60 percent, or 121 chapters performed above their all-campus average. The 75 chapters reporting below this benchmark were, on average, 0.13 below the average performance of students on their campus. If these chapters can close the gap and all other chapters stay the same, we would see our Fraternity's GPA rise to a 3.18.

Chapters that continue to focus on the Balanced Man Scholarship and high standards for new brothers while holding all brothers accountable for their performance will push our GPA to new heights.

Why would so many chapters advancing only move the Fraternity's GPA by .03? GPA accounts for chapter size by using a weighted average: large chapters have more impact on our national average. Consider this—the 33 chapters over 100 men had an average GPA of 3.25. Those below the all campus average were only .07 off the mark while the 65 chapters under 40 men had an average GPA of 2.99. In this case, those below the all-campus average were, on average, .17 below.

Large chapters are not inherently better. They are, however, more likely to hold members accountable and have the resources to recruit and retain only those men who meet high academic standards.

Many campuses are beginning to report a new member grade point average. This metric can be a crucial indicator of the experience provided to new members and the chapter's future performance. Consider asking the Greek life professionals on your campus for more information.



Check out the Dubach Dean's list online

The Spring 2012
Dubach Dean's List
of all 121 SigEp chap-



ters
with
a GPA
above
the all-
campus

average is available
online at
[www.sigep.org/
academics/dubach.
html](http://www.sigep.org/academics/dubach.html).

SigEp's Top 25 GPAs:

SigEp honors these top 25 schools that have established a high bar for academic achievement for spring 2012. Congratulate them and emulate them!

RANK	SCHOOL	SPRING '12 GPA	MANPOWER
1	Stanford	3.68	40
2	Montana State RLC	3.64	33
3	Dartmouth	3.63	96
4	Yale	3.62	108
5	Georgetown	3.54	74
6	Columbia	3.51	66
7	American	3.50	70
8	Boston C.	3.49	43
9	West Virginia	3.49	24
10	Washington in St. Louis	3.49	101
11	Ohio State RLC	3.48	139
12	Georgia RLC	3.47	107
13	Washington	3.46	78
14	Chicago	3.45	45
15	Duke	3.45	68
16	Stevens Tech RLC	3.45	96
17	Rochester	3.44	59
18	Boston U.	3.44	45
19	Drexel RLC	3.44	77
20	Southern Methodist RLC	3.44	124
21	Alabama	3.43	55
22	Washington & Lee	3.43	23
23	Northwestern	3.43	75
24	Bucknell	3.42	90
25	Minnesota RLC	3.41	80

*Italics – Sigma Epsilon Chapter
RLC – Residential Learning Community*

33 exceed all-campus average by .25 or more

CHAPTER	SPRING '12 GPA	ACA	ABOVE ACA	2012 MANPOWER
1 Montana State RLC	3.64	2.95	0.69	33
2 Toledo RLC	3.33	2.72	0.61	102
3 West Virginia	3.49	2.92	0.57	24
4 Memphis RLC	3.20	2.69	0.51	62
5 Southern Mississippi	3.18	2.67	0.51	37
6 Georgia Southern	3.14	2.65	0.49	29
7 Alabama	3.43	2.98	0.45	55
8 Oklahoma State RLC	3.33	2.89	0.44	110
9 Central Arkansas	3.23	2.8	0.43	88
10 Arkansas Tech	3.19	2.76	0.43	49
11 Oregon State RLC	3.40	2.99	0.41	105
12 Indiana RLC	3.40	3.02	0.38	116
13 Maine RLC	3.36	2.98	0.38	61
14 Monmouth RLC	3.24	2.86	0.38	30
15 American	3.50	3.14	0.36	70
16 Ohio State RLC	3.48	3.14	0.34	139
17 Cincinnati RLC	3.36	3.03	0.33	110
18 Nebraska - Omaha	3.28	2.95	0.33	41
19 Boston U.	3.44	3.12	0.32	45
20 San Diego State RLC	3.18	2.86	0.32	154
21 Dayton	3.18	2.86	0.32	73
22 Illinois RLC	3.40	3.1	0.30	156
23 Texas Christian RLC	3.39	3.09	0.30	140
24 Nebraska RLC	3.36	3.06	0.30	129
25 West Chester	3.31	3.01	0.30	53
26 North Dakota RLC	3.29	2.99	0.30	44
27 South Dakota State	3.34	3.06	0.28	37
28 Murray State	3.17	2.89	0.28	73
29 Drexel RLC	3.44	3.17	0.27	77
30 Minnesota RLC	3.41	3.15	0.26	80
31 Oklahoma RLC	3.26	3	0.26	214
32 Washington	3.46	3.21	0.25	78
33 California - Riverside	3.03	2.78	0.25	43

*Italics – Sigma Epsilon Chapter
RLC – Residential Learning Community*

**Doing
the math,
SPRING
2012***

3.15 All-
Member GPA
(228 chapters
reporting)

3.26 All-RLC
Member GPA (46
chapters reporting)

3.15 All-BMP
Member GPA (195
chapters reporting)

3.11 All-
Pledging Model
Member GPA (33
chapters reporting)

66 of 210
chapters reporting
are #1 on campus
(31 percent)

5 chapters are
below 2.6

121 of 201
chapters reporting
all-campus average
were above it

* All GPAs are to the nearest hundredth of a point

Top 5 chapters in each SigEp region

SigEp recognizes every chapter that achieves a GPA above its all-campus average (ACA). This aligns with our strategic plan, which calls for every chapter to be above this benchmark. For the spring 2012 semester, 121 of 201 chapters reporting hit this mark.

Chapters are grouped based on their region of the country. The top five chapters in each region, ranked by how much they exceed their ACA, are listed here.

The complete Dubach Dean's List of chapters above their ACA is available online at www.sigep.org/academics/dubach.html.

All data reflects the Spring 2012 semester.
Italics – Sigma Epsilon Chapter, RLC – Residential Learning Community



Region 1

6 out of 12 schools above ACA,
Region GPA of 3.40

REGION ONE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Maine RLC	3.36	0.38	2/19	61
<i>Boston U.</i>	3.44	0.22	1/8	45
Babson	3.17	0.03	2/4	46
Clarkson	3.01	0.03	3/9	44
Dartmouth	3.63	0.13	1/15	96



Region 2

10 out of 21 schools above ACA,
Region GPA of 3.19

REGION TWO CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
West Chester	3.31	0.30	1/6	53
Drexel RLC	3.44	0.27	1/12	77
Stevens Tech RLC	3.45	0.24	2/15	96
Salisbury	2.93	0.14	3/7	36
Carnegie Mellon RLC	3.31	0.11	4/11	79



Region 3

12 out of 20 schools above ACA,
Region GPA of 3.04

REGION THREE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
American	3.50	0.36	1/12	68
Randolph-Macon	3.05	0.23	1/7	41
NC-Greensboro	3.13	0.22	1/6	35
Christopher Newport	3.14	0.17	1/7	15
NC-Charlotte	3.01	0.14	2/11	66



Region 4

8 out of 16 schools above ACA,
Region GPA of 3.05

REGION FOUR CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Georgia Southern	3.14	0.49	1/14	55
Georgia RLC	3.47	0.23	1/25	123
Jacksonville State	2.64	0.15	2/5	89
Florida Gulf Coast	3.08	0.13	1/6	29
Coastal Carolina	2.86	0.08	2/7	26



Region 5

12 out of 20 schools above ACA,
Region GPA of 3.05

REGION FIVE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Toledo RLC	3.33	0.61	1/17	73
Ohio State RLC	3.48	0.34	1/32	73
Cincinnati RLC	3.36	0.33	1/19	38
Dayton	3.18	0.32	3/8	59
Northern Kentucky	3.02	0.19	1/5	60



Region 6

9 out of 17 schools above ACA,
Region GPA of 2.91

REGION SIX CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Memphis RLC	3.20	0.51	2/10	38
Southern Mississippi	3.18	0.51	1/13	38
Murray State	3.17	0.28	1/14	46
Mississippi	3.11	0.24	5/15	53
Louisiana State	3.14	0.22	1/23	96



Region 7

14 out of 21 schools above ACA,
Region GPA of 3.14

REGION SEVEN CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Indiana RLC	3.40	0.38	1/39	53
Monmouth RLC	3.24	0.38	1/5	100
Illinois RLC	3.40	0.30	1/45	45
Michigan Tech	3.02	0.23	1/13	66
SIU-Edwardsville	3.03	0.22	2/6	115



Region 8

17 out of 23 schools above ACA,
Region GPA of 3.17

REGION EIGHT CHAPTERS

	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Nebraska-Omaha	3.28	0.33	1/4	75
Nebraska RLC	3.36	0.30	2/26	37
North Dakota RLC	3.29	0.30	1/12	88
South Dakota State	3.34	0.28	1/6	48
Minnesota RLC	3.41	0.26	1/27	18



Region 10

9 out of 11 schools above ACA,
Region GPA of 3.14

REGION TEN CHAPTERS

	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Montana State RLC	3.64	0.69	1/7	101
Oregon State RLC	3.40	0.41	1/24	78
Washington	3.46	0.25	1/31	70
Utah State	3.16	0.16	1/4	37
Colorado School of Mines RLC	3.09	0.11	2/11	85



Region 9

10 out of 17 schools above ACA,
Region GPA of 3.00

REGION NINE CHAPTERS

	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
Oklahoma State RLC	3.33	0.44	2/19	19
Central Arkansas	3.23	0.43	1/7	7
Arkansas Tech	3.19	0.43	1/6	6
Texas Christian RLC	3.39	0.30	1/11	11
Oklahoma RLC	3.26	0.26	2/19	19



Region 11

11 out of 19 schools above ACA,
Region GPA of 3.09

REGION ELEVEN CHAPTERS

	GPA	ABOVE ACA	RANK ON CAMPUS	MAN- POWER
San Diego State RLC	3.18	0.32	1/11	59
California-Riverside	3.03	0.25	1/9	92
Southern California	3.35	0.21	5/24	73
San Diego	3.25	0.11	3/6	49
CSU-Northridge	2.82	0.10	1/9	52

This chart pits different athletic conferences against each other. It displays which conferences are contributing the strongest grades and highest manpower across the country. We also recognize the school in each conference that has the highest overall GPA and which is highest above their ACA. Many schools have switched athletic conferences over the last year. These groupings are based on the 2011-12 basketball season.

Italics – Sigma Epsilon Chapter
RLC – Residential Learning
Community

Athletic Conference breakdown

Conference	# of Schools	Conference GPA	Total Manpower	Highest above ACA	Highest GPA
Ivy	5	3.51	382	Dartmouth	Dartmouth
University Athletic	7	3.39	427	Carnegie Mellon RLC	NYU
Patriot League	3	3.33	230	American	American
Big Ten	11	3.31	1201	Indiana RLC	Ohio State RLC
Pacific 12	11	3.23	904	Oregon State RLC	Stanford
Southern	4	3.25	209	Georgia Southern	Davidson
Atlantic 10	7	3.20	461	Dayton	Richmond
Big East	11	3.10	619	Cincinnati RLC	Georgetown
ACC	11	3.16	748	Miami (Florida)	Boston C.
Mountain West	3	3.08	275	San Diego State RLC	San Diego State RLC
Conference USA	7	3.19	406	Memphis RLC	Southern Methodist RLC
Big 12	13	3.13	1,402	West Virginia	West Virginia
Missouri Valley	9	3.17	628	Evansville	Drake RLC
Colonial	7	3.10	398	Drexel RLC	Drexel RLC
Mid-American	8	3.06	458	Toledo RLC	Toledo RLC
Big Sky	4	3.03	157	Montana State RLC	Montana State RLC
SEC	10	3.08	1,028	Alabama	Georgia RLC
Southland	3	2.91	142	Central Arkansas	Central Arkansas
Ohio Valley	8	2.91	444	Murray State	Southeast Missouri State RLC
Big West	6	2.93	375	California-Riverside	California-Santa Barbara
Sun Belt	5	2.84	225	North Texas	North Texas

Chapter News

Young entrepreneur balances school with start-up company

By **MATT SMITH**, Drake '12, Communications Manager

When shoes fall apart, most people go out and buy a new pair. Not if you're **Jason Shuman, Miami (Florida) '13**. When Shuman noticed his boat shoes had seen the end of their days, he started his own shoe company. But Shuman didn't want just a new pair of boat shoes. He wanted a pair with his SigEp letters on them. After searching for a company that would do it, he found nothing.

"People are out there paying \$60-80 for sweatshirts they wear once a week," Shuman said. "I'm proud to wear my letters and proud to be a part of something every day. By wearing boat shoes with letters, it shows this instead of just wearing a t-shirt one day a week."

To see his creation come to life, Shuman recruited a group of his close friends, and Category 5 was born. For the team, the biggest lesson learned in starting Category 5 was the power of networking. "We went on LinkedIn and looked for shoe manufacturers and found the one we wanted to work with," Shuman said. After two years and 10 prototypes, they landed on the perfect boat shoe—the Yachtsman.

"Networking is one of the biggest things they tell you about in SigEp, and so I used that to reach out to other SigEps to be sales reps," Shuman said. Category 5 has representatives on 80 campuses nationwide. The company has also launched a line for country clubs, yacht clubs and private schools in



Shuman, second from left, with the friends who helped him start Category 5.

addition to their destination line which features logos for vacation spots all over the country. They've been featured in the *Boston Globe* and the *Miami Herald* and have been nominated as one of America's Coolest College Start-Ups by *Inc. Magazine*.

For him, using the SigEp network wasn't just convenient, but rather Shuman sees it as a way to give back and help brothers out, especially with his campus rep program. "I learned to

network and be willing to call up brothers across the country and do something that can be mutually beneficial for everybody," he said.

Now in his senior year, Shuman credits the balanced lifestyle learned from SigEp as the cornerstone to how he keeps up with school and his company. "It's important to live a balanced lifestyle, and it's important to structure your day," he said. "There are so many deadlines that come up whether it's planning a philanthropy, a social event, or even just getting to chapter, staying organized is key."

Tackling deadlines will be crucial, especially with Shuman's plans for Category 5. "I have the passion for the company to grow and the passion to serve our niche market," Shuman said. The shoes can feature any logo, and Shuman hopes to expand to, "pretty much any company with a logo."

For more information, visit: www.cat5boatshoes.com.



Washington State creates centennial memories to last a lifetime

By **CONOR DEVITT**, Washington State '15

Last year was a good year to be a brother of the Washington Alpha Chapter at Washington State. One hundred years ago, in 1912, Washington State University's campus saw its SigEp chapter established. Undergraduate members and alumni developed a master plan to properly commemorate the year with a formal centennial celebration, an event that was so successful, it will long be remembered by all who attended.

Thanks to the efforts of former Chapter President **Thomas Hammett**, '13, Centennial Chair **Noah Martin**, '13, former special events coordinator **Kevin Massimino**, '14, and many others, the centennial banquet was a major success. Undergraduates and alumni packed Banyan's Restaurant as several prominent guests spoke about the success and history of Washington Alpha. University President Elson S. Floyd saluted the chapter's success as an organization on campus and in the Pullman community as a whole. SigEp's Grand Chapter President **Bert J. Harris**, Florida '74, also lauded the success Washington Alpha has earned as a trailblazing chapter for the national organization since it was re-chartered in 2005.

Senior **Will Broadlick**, '13, discussed the current status of the chapter and where it hopes to go in the future. Broadlick is one of the three elected Student National Directors of Sigma Phi Epsilon.

During the 2011-2012 school year, SigEp had the highest combined GPA of any fraternity on campus. The Washington Alpha Chapter also gained Residential Learning Community accreditation last year, creating the opportunity for official university classes to be taught at the house in the future. Socially, Washington Alpha celebrated its third consecutive win in the annual, university-wide Homecoming competition, which pits Greek chapters and residence halls

against one another in a variety of team-building challenges.

This year also marked the successful revitalization of the annual SigEp Queen of Hearts Philanthropy. Under the leadership of former Philanthropy Chair **T.J. Griggs**, '15, and former Vice President **Joe Culp**, '14, the three-day Queen of Hearts event achieved remarkable success. The philanthropy raised close to \$3,500. The proceeds will go to a Make-A-Wish campaign and to the American Cancer Society.

Under the leadership of new President **Blake Jackson**, '14, the executive board



Grand Chapter President Bert Harris and former Chapter President Thomas Hammett visit at the event.

crafted a new chapter mission statement: "SigEps: A defining college experience in the direction of extraordinary success, virtuous character, and lifelong friendships."



The past six recruitment officers from left: Dane Baird, '14, Will Broadlick, '13, Brandon Mendoza, '13, Jordan Hopper, '11, Jake Bredstrand, '11, and Jake Peterson, '07.

The Washington Alpha Chapter also gained Residential Learning Community accreditation last year.



The past six chapter presidents from left, Joshua Palmer, '08, Chris Mitchell, '09, Kyle Nelson, '11, Jeff Donovan, '12, Tyler Weinbrecht, '12, and Thomas Hammett, '13.

Massachusetts Chapter centennial offers time for reflection

By TYLER MANOUKIAN, Massachusetts '13

On December 10, 1909, Albert W. Dodge, Arthur N. Raymond, and Gordon W. Ellis met in a little room in North College, one of the old dormitories at the Massachusetts Agricultural College, known now as the University of Massachusetts, seeking spirit, similar ideals, and a desire to bind themselves together with lasting ties of loyalty, duty and affection.

In the three months that followed, these three men were instrumental in the official recognition of Sigma Tau Delta on campus. Just over two years later, on April 22, 1912, the last official meeting of Sigma Tau Delta was held. Five days later, Sigma Phi Epsilon installed its first chapter in Massachusetts—Massachusetts Alpha.

One hundred years later, Alumni and Volunteer Corporation President **Matthew Kapszukiewicz**, '95, emphasizes mentoring for the undergraduate executive board and other chapter brothers.

"Mentoring undergraduates gives me an opportunity to give back," said Kapszukiewicz. "The mentoring I received was a tremendous benefit to me, and I hope that the mentoring we do helps brothers achieve their full potential."

Celebrating the centennial legacy

Massachusetts Alpha convened for its centennial celebration on September 7 at the UMass Club in Boston. The centennial planning committee, with the help of **John Silveria**, '92, and **Bryan Fuller**, '94, attracted almost 100 alumni representing every decade from 1950 to present. They flew from all over the country to recognize the milestone.

The dinner event included a keynote address from Grand Chapter President **Bert J. Harris**, Florida '74, and addresses by notable

alumni, including **Tim Bryant**, '89, and **Robert Goodhue**, '70. The original charter of Massachusetts Alpha was also returned to the chapter after a 30-plus year hiatus in safe keeping.

Bill Bean, '70, the brother responsible for returning the charter removed it from the chapter house on Chestnut Street before it moved to Butterfield Terrace during the 1970s. He kept the charter safely in his closet for almost 40 years until members of the centennial planning committee invited him to the celebration.

Grand President Harris said at the centennial dinner: "On behalf of the Grand Chapter of Sigma Phi Epsilon and the National Board of Directors...we hope you have at least a hundred more, if not two."

The day after the dinner, more than 100 undergraduate and alumni brothers tailgated at Gillette Stadium in Foxboro, Mass. for the UMass football team's



Bryan Fuller, '94, hugs another alumnus after he was recognized for his service to his country and community. Fuller, a veteran, rowed the Atlantic Ocean to raise awareness for disabled vets.

first home game in the Mid-American Conference of the I-A division. Although the team lost to Indiana that day, alumni were able to reconnect with one another after years apart—anxious to hear about each other's lives.

Planning the 100th anniversary celebration

AVC mentor **Joe Lavoie**, '08, was instrumental in planning the celebra-

tion along with Centennial co-chairs Bryant and Goodhue.

"To reach out and reconnect with as many members as possible, we created decade captains who would contact brothers from their decade,"



From left, Grand President Bert Harris, Florida '74, Centennial Co-chair Tim Bryant, Massachusetts '89, and AVC President Matt Kapszukiewicz, Massachusetts '95, addressed alumni and undergraduate brothers at their centennial celebration in September 2012.

Clockwise from below: Alumni relish time to reflect, relate, and break into song at one of the chapter's most momentous occasions. Apparently red suspenders were the fashion statement of the evening. Former officers flank the chapter's original charter. From left, Ian Casker, '15, Alex Bernstein, '15, Dustin Crawford, '13, Tyler Manoukian, '13, Bob Tucker, '13.



said Kapszukiewicz. "For the past two years, we sent newsletters and reminders, and we leveraged Facebook to make announcements and get commitments from brothers."

Lavoie began to comingle his professional activities with SigEp activities. "By the end of the summer, I was wondering which group I worked for and which group I volunteered for," he said. "But it was all worth it because we got so many brothers from so many different generations together!"

The chapter has survived the hardest test—the test of time—because of its consistent development of leaders. Brothers such as Lavoie and Kapszukiewicz regularly dedicate time to the chapter, even as their personal and professional lives become more hectic.

"Everyone at the UMass Club played a role in ensuring the longevity of the chapter, and allowing us to reach 100 years as a group," Lavoie said.



The chapter has survived the hardest test—the test of time—because of its consistent development of leaders.



National Director Billy Maddalon, North Carolina '90, District Governor David Middlemiss, Syracuse '91, and David Roman, Cornell '73, commemorate the moment.

Cornell draws 300 to centennial celebration

By **NICK NIEMINEN**, Cornell '15

In September 2012, brothers from all over the country gathered to celebrate 100 years of SigEp at Cornell. For some, it was their first time at 109 McGraw Place, New York Beta's home since 1966. For most, it was a trip back to the place that housed some of the best years of their lives.

The weekend was full of good company, delicious food, and events that brought together alumni and undergraduates alike, some separated in age by as much as 60 years. Those arriving to campus on Thursday kicked off the weekend with a barbecue sponsored by the class of '64. The next morning, breakfast was served, tours of campus were hosted, and a number of brothers convened for a trip to several of Ithaca's local wineries, as well as a visit to the Johnson Museum.

Saturday began with usual Homecoming festivities, but with three times as many

people at the tailgate, and a substantial number of SigEps joining the Homecoming crowd at Schoellkopf Field, cheering Cornell to a sweeping 45-6 win against Yale (sorry Connecticut Delta!).

The highlight of the weekend was Saturday night's centennial banquet. Dressed in their finest, alumni, guests, and undergraduates packed the reception area at the Statler Hotel with over 300 people. Attendees were welcomed to the event by none other than Ithaca's Mayor, Svante Myrick, offering his praise and admiration for the century-old Fraternity. He proceeded to honor the chapter with a City of Ithaca Proclamation that named September 24 Sigma Phi Epsilon Day. Cornell's Associate Dean of Students, Travis Apgar, expressed similar appreciation for SigEp, a chapter which he holds to a high standard on campus and believes will lead the way



AVC President David Roman addresses the banquet attendees.

Right: Recent alumni enjoy each other's company after a few years away from campus.



Alumni and their wives have a chance to reconnect.

as Cornell's Greek system makes significant reforms to become a safer and more constructive environment.

The weekend culminated the next morning at Sunday brunch, where all said their farewells, some maybe forever, and others until next time. The entire weekend was a huge success, with immense thanks to the Alumni and Volunteer Corporation and special shout-outs to **Harry Elliott, '65**, and **Greg Mezey, '09**, for their dedication and planning as Centennial co-chairs.

New York Beta's AVC remains an asset to the Fraternity, actively assessing the changing needs of undergraduates and conducting strategic planning meetings aimed at updating the existing facilities to better accommodate the future brotherhood. Members of the AVC were recently recognized for their outstanding work at the 2013 Carlson Leadership Academy in Stamford, Conn., where they were awarded the Excelsior Volunteer Cup.



Don't settle for an ordinary internship

By **T.J. FISHER**, Washington and Lee '15

One of the things I've heard most often since coming to college is that my resume needs great internships or jobs. I worry that the focus can often be on collecting these experiences like baseball cards and not truly appreciating them.

I realize that in the current economic climate we should be grateful for the opportunities we can find, but so much more can be learned from an internship or job in something an individual loves to do than in the typical assignments many students take.

Last summer I spent my third season at Glen Echo Park, an arts education park that was once the Washington, D.C., area's largest amusement park. My primary responsibilities were maintaining and operating Glen Echo's hand-carved wooden carousel from 1921 and accompanying band organ from 1926.

I've learned many different techniques for keeping all the original machinery running smoothly and looking like new. I speak to visitors and design brochures and exhibits to tell the story of its history. I've even taught myself to arrange new paper rolls of music—think, player piano rolls—so the band organ can play more songs.

As a history and theater major with a museum studies minor, the opportunity to work at Glen Echo is particularly valuable for developing the skills I need both



Changing light bulbs is a never-ending task for maintaining this historical carousel, one of T.J. Fisher's duties as an intern at Glen Echo Park near Washington, D.C.

“Our Fraternity really is different. Why shouldn't our internships and jobs be too?”

in future advanced coursework and in the workplace. Even if I decided to no longer be involved in history or museum studies, I have developed communication and other skills which will be useful to me in any line of work I choose.

I came to work at Glen Echo through persistence and networking: I met the people already

working there and others in the field and continued inquiring until there was a position available to me. Anyone looking for a great internship or job should be able to find one this way. Being a SigEp has helped me do well as my chapter brothers are involved in similar pursuits and have always been supportive and glad to be a sounding board

for ideas I later used at Glen Echo.

Our Fraternity really is different. Why shouldn't our internships and jobs be too? The old aphorism that we'll never work another day if we do what we love is perhaps a bit extreme, but we could certainly learn and enjoy more with a judicious selection of our work experiences.

SigEps welcome in victims of Sandy

By **BRYAN BARANYAY**, Stevens Tech '14

Hurricane Sandy hit New York and New Jersey hard when she arrived, but the brothers of New Jersey Alpha RLC were fortunate. The Stevens Tech Chapter house was on one of four blocks in Hoboken, N.J., to have power, running hot water and basic amenities that everyone suddenly needed.

We were one of just a few dots of light in a city of 50,000. Nearly half the city was underwater for several days and Stevens Institute of Technology was closed for a week. The entire New York Metro area was suddenly shut down, and few people had an inkling of what to do next.

The day after the hurricane hit, our brothers realized how blessed we were since our house was not flooded and still had electricity. We were determined to make a positive impact during such a trying time, especially since our house was suddenly Ground Zero of our campus as well as our neighborhood. Along with our resident scholar, Polina Pinkhasova, we went to Hoboken City Hall to see how we could help.

An army of volunteers

"Once at city hall, the brothers took immediate action," Polina said. "They



Neighbors rest and charge their electronics outside of the New Jersey Alpha Chapter house.

started organizing themselves so brothers were at the shelter continuously for 24 hours." Brothers were providing simple items that everyone usually takes for granted: a Gatorade jug to supply a shelter with water, lamps so volunteers could see what they were doing at night, cooking utensils for food, board games for children and blankets for neighbors.

As a chapter, we were honored to supply things that would make this horrific experience more bearable for others. The most precious of these commodities in the wake of Sandy was electricity. We placed extension cables from our house to the front

patio near the sidewalk. We connected three power strips to share what so many greatly needed to charge cell phones, laptops and tablets. We also set up a table and chairs so neighbors could relax.

Families in need

Polina had an especially moving experience while helping out. "One woman brought tears to my eyes as she explained her situation. She arrived at the shelter saying that she had never asked anyone for anything but was in desperate need of food for her three children," Polina said. "Without hesitation my SigEp boys worked

Maryland-College Park brothers combat bystander behavior

By **KEN GROSSMAN**, Maryland-College Park '13

Since becoming a brother of the Maryland Beta RLC, I was glad to learn that the chapter I joined found bystander intervention to be an important cause. Our chapter has taken steps to combat sexual violence and assault in our community.

A fraternity offers us a great opportunity to grow as people and have the time of our lives.

While our opportunities largely define our experience, we also have a responsibility to others in our communities. Some research on college dating estimates that one in five college women are currently in a violent or abusive relationship. Bystander intervention is one way of helping women in our community.

At the University of Maryland-College

Park, students can attend Violence Intervention Assistant (VIA) training. These all-day seminars teach students about issues ranging from relationship and sexual violence to practices for bystander intervention. Currently, 18 of our brothers are VIA certified. Not only does that make me

proud of my chapter, but women who visit our chapter house can feel comfortable after seeing

One in five college women are currently estimated to be in a violent or abusive relationship.

the certificates of these brothers on their bedroom doors which state: "I am a safe person to talk to about and explore resource options

available for a trauma or victimization you or a friend may be dealing with."

In addition to supporting our certified brothers, we have integrated the training as part of the Sigma Challenge. Think about that for a second. In four years, a chapter of about 95 men will all know successful

bystander intervention tactics and how to be a good resource for members of our community who have been affected by sexual violence.

Our chapter participates in a program called Ten Man Plan to help teach brothers about issues of rape and bystander intervention in our community. This semester-long program allows us to



Brothers volunteered over 800 hours to clean up, cook and serve food to the displaced.



with the shelter to package up boxes of food for her. I will forever remember the scene of her graciously accepting food from my boys in order to feed her family.”

Besides providing power and items to neighbors, our chapter also contributed over 800 service hours to the city of Hoboken. We have helped cook and prepare food, loaded and unloaded EMT and National Guard trucks with medical and household supplies, delivered medication and other items like oxygen to displaced residents, and cleaned houses and businesses in the area.

Campus outreach

Some brothers brought their fellow students into our house when their dorms lost power. Others helped plan events

with the school in order to take students’ minds off of the devastation around them. Our washers and dryers were constantly running at full capacity with the clothes of others who could no longer wash them.

During this event New Jersey Alpha felt responsible for helping our community. Without question, Sandy challenged Hoboken, but she also tested New Jersey Alpha, and we were determined to respond as a brotherhood to help our fellow students and neighbors. It was an excellent opportunity to put our cardinal principles into action.

discuss these topics with a trained facilitator. We continue to encourage our brothers to participate in this program.

We have a unique opportunity as fraternity men. Beyond the mixers and socials that allow us to build relationships with our community, we have a responsibility to those people. That responsibility lies within each of us

as SigEps, and I am proud to share the efforts of the brothers in my chapter with chapters and alumni across the nation.

Brothers at the Maryland-College Park RLC participated in Violence Intervention Assistant training as part of their member development program. Now they understand what action to take when someone is in trouble.



LEGACIES:

Family ties deepen brotherhood, leadership and giving

By GAY-LYNN CARPENTER, Editor

The stories on the following pages offer a glimpse into the legacy relationships in SigEp. We have focused on four chapters varied in size, location and culture at Texas, Toledo, Nebraska and Purdue. You will see some key themes emerge from these SigEp family accounts. National Director Phil Cox and Executive Director Brian Warren provide some perspective on legacies and what they mean for SigEp.

While he thinks he may be unlike most dads, National Director **Phil Cox, Indiana '84**, said, "It was incredibly important to me that my son join SigEp." Cox had been very active as a volunteer with his chapter for years, and stepped up his involvement as his son reached college age. "I wanted it to be primed and ready for him," Cox explained.

Then his son decided to attend North Carolina-Chapel Hill, some 600 miles away. And with only subtle cues from his father, **Phillip Andrew Cox, North Carolina '16**, chose SigEp, and called his dad. It was Labor Day weekend, Cox easily recalls and it was, "by far the best call of my year." He knows how a legacy can create stronger family bonds. His brother, **Allen Cox, Vincennes '79**, now deceased, was a SigEp too. "It helped bring us closer," he said.

Volunteering is enhanced

Cox's story also alludes to the domino effect that legacies can have. He redoubled his volunteer efforts, reached out to folks from Chapel Hill to find out about the chapter,

and now has an even larger stake in the kind of experience SigEp offers to its undergraduates.

"The expectation is being raised," explained Executive Director **Brian Warren, Virginia '04**. "Every legacy wants their family member to have the same love for the Fraternity that they have. That only comes with providing an experience that is healthy, relevant and valuable. And when that's not being provided to a son, there is intense disappointment," he said. "And someone is going to point it out and say we have to make it better."

Giving back becomes a family's business

A number of the following stories mention the efforts of mothers, or fathers who became Renaissance brothers after their sons joined. "When you have legacies, the Fraternity experience tends to permeate beyond college walls and into



National Director Phil Cox was thrilled when his son, Phillip Andrew, called to say he had joined the SigEp chapter at North Carolina. They both attended the 2013 Carlson Leadership Academy in Atlanta.

the everyday life of a family. When that happens, their intense affinity for the organization is what we ultimately strive for and don't achieve often enough," Warren said.

You'll also hear about fathers who had left the Fraternity behind until their sons received their bid. Cox said, "The one thing I know happens is fathers and uncles often get re-involved. They engage. They get excited about SigEp again, and before you know it, they are organizing reunions for their peer group." He has seen that happen in his own chapter.

Legacy families set up scholarships, rebuild houses, and contribute generously to their chapters as well as national scholarships and programs. And brothers want to make their families proud by leaving their own legacy of accomplishment for the Fraternity. It simply reflects what the Fraternity means to them. And it means a lot.

Connecting across chapters

Legacies also present an opportunity to connect in unexpected ways. District Governor **Brad Nahrstadt, Monmouth '89**, has a son, **Bennie, '16**, at Indiana, the same age as Phillip Andrew. Cox keeps Brother Nahrstadt up to date on how Bennie is doing. "Brad and I didn't know each other that well before, but now we have this new experience in common," he said.



Phil Cox's chapter brother Greg Pusinelli, Indiana '80, has three sons in SigEp. From left, A.J., Southern Methodist '14, Adam, Texas Christian '13, and Grant, Indiana '16.

Cox also recounted the story of the Pusinelli brothers. Their dad, **Greg Pusinelli, Indiana '80**, encouraged his three sons to consider SigEp. **Adam, Texas Christian '12**, **Alex, Southern Methodist '14**, and **Grant, Indiana '16**, all followed in their dad's footsteps, and conversations around the dinner table can include the experiences from three different chapters.

Do your part

Talk to your male family members about SigEp as they go off to college. Recommend them or any other college male in your network who you think would benefit from the SigEp experience by going to www.sigep.org/referral and submit the short form. "Our chapters don't always know when a legacy is on their campus. I would encourage parents to inform the

chapter or Headquarters, so we can be aware," said Warren.

Cox thinks fathers should be proactive. They, "need to be aware that 50 percent of college students don't graduate. If they want their son to have a better experience, be around top notch people, enhance the arc of their son's life, they should be talking about the Fraternity and about their own experience." In addition, "Beyond legacies, every SigEp can help by sending in names of sharp young men among your neighbors, community or friends," he said.

Read on to find out more about the family ties that make SigEp stronger.

Are you a legacy brother? Update your profile on www.SigEp.org. Tell us how you have been affected by having your family members in SigEp. Send comments to communications@sigep.net.

"If fathers want their son to have a better experience, be around top-notch people, enhance the arc of their son's life, they should be talking about the Fraternity and about their own experience." ~ PHIL COX

Rankins' gratitude inspires them to give back generously

By GAY-LYNN CARPENTER, Editor

Richard Rankin, Texas-Austin '77, has a trademark Texas drawl and an approachable, friendly manner that offers some explanation for the generous and decades-long contributions he and his father, B.M. "Mack" Rankin, '50, have made to Texas Alpha.

Back in the '40s, Mack left Gladewater, Texas and made his way to Texas-Austin, where a few boys from his high school had gone, including Roger Chapman, '49, James Beavers, '47, and Wayne Adams, '47. "My dad came from this itty bitty, poor town in east Texas to the big city. He would have been absolutely lost had it not been for the Fraternity and that instant connection with people," Richard explained, speaking on behalf of his father.

"I remember him telling me about how he got to UT and had three pairs of handmade pants his mom sewed for him, two white shirts, a blazer, no automobile and not much money in his pockets, and that was it." With few social skills and little exposure beyond his hometown, Mack was able to, "make a lot of new friends in a hurry," said Richard. "And those guys remained his dearest, closest friends."

And Mack? Well, he went on to become a hugely successful oil and precious metals executive. He founded the McMoRan group in 1967 and it evolved into two companies, McMoRan Exploration and Freeport Gold and Copper. Some 45 years later, Mack

still holds vice chairman positions at both companies. In an interview for the *Texas Alpha Newsletter*, Mack said, "Many of my peers in the oil and gas exploration business, a whole lot of us, were at UT at the same time, and we've made hundreds of deals with each other over the decades."

While he endowed a scholarship and a professorship at Texas-Austin, Mack has

also invested generously in SigEp. He is a Life Trustee of the SigEp Educational Foundation and served on the Texas Alpha Housing Corporation. And in late 1979, when the Texas Alpha Chapter house burned to the ground, Mack and Roger Chapman spearheaded the effort to raise over a million dollars to build the best fraternity house on campus—in less than two years.

Mack "would do anything for the Fraternity," Richard said. But one thing may have spurred him into action just a bit quicker. Richard was an undergraduate brother from 1974 to 1977. He hadn't really been thinking about joining a fraternity, but his dad made a suggestion: "He said, 'You really ought to think about joining a fraternity because

group of guys he met at SigEp suited him more so than the "cookie cutter" environment he saw at other fraternities. And Richard thinks his dad may have helped get alumni from his era re-involved in the Fraternity. "He would call all his friends to come back to the chapter for football games or alumni events," Richard said.

Richard brought SigEp home to Dallas

"I finally understood that a lot of his closest friends in life were his Fraternity brothers. They stuck together and kept up. They really were his brothers. And that's what I developed with the guys that I was with." ~ RICHARD RANKIN

regularly. "I would bring a bunch of brothers home for a football game. Mom would cook, and dad would tell stories about way back when. He enjoyed the experiences that I was having, and he got to see them for himself."

Richard's Fraternity brothers often ask 'How's Big Mack?,' their affectionate nickname for him. "I don't know how many of them he's helped in their professional careers," Richard recalled. "If they called him, he'd do whatever he could, which is the mark of a hell of a man," he said.

What do Richard and Mack share through SigEp brotherhood? Richard struggled a bit to explain. "I finally understood that a lot of his closest friends in life were his Fraternity brothers. They stuck together and kept up. They really were his brothers. And that's what I developed with the guys that I was with. I have other dear friends from childhood, from high school, but my closest friendships, without doubt, are the ones I made as a SigEp."

And as an only child, that became an irreplaceable experience for Richard. "I didn't understand how great being a part of the Fraternity was until I left college. You had all those close friendships and confidants that you laughed with and cried with. You can't ever replicate that. What we share in common you're just not going to find anywhere. My father and I both feel like the Fraternity did more for us than we did for it."



Richard Rankin, third from left, and his son went to the 2010 Rose Bowl with several of his Fraternity brothers from left, Melvin Charles "Bo" Brackendorff, '75, Rick Alexander, '75, Richard's son Hunter, and Bob Cain, '76.



Mack, left, and Richard Rankin have maintained their deep commitment to SigEp and Texas Alpha over their entire adult lives. Through friendships, professional connections and donor support, they keep adding to the value of their SigEp experience.

that's a big school down there. I think fraternity life would be a good place to make a home and feel a part of something," Richard recounted.

While Mack didn't push SigEp on him, Richard found that the diverse and affable



The De Ayala brothers and their Dad reveal matching smiles in 1983. From left: Michael, Kiki, Ralph (father), Carlos, Mano, and Ralph (who did not join SigEp).

De Ayala family counts three generations of SigEp fathers and sons...so far

By E.F. "MANO" DE AYALA, Texas-Austin '89

The De Ayala family SigEp experience at Texas-Austin began with **Carlos**, '83, followed by **Kiki**, '84, **Michael**, '87, and **Mano**, '89. Their father, **Ralph**, was honored by Texas Alpha as a Renaissance brother in 1988.

The next generation has also found their way to SigEp, through Kiki's son, **Michael**, Ohio '11, and Carlos' son **Paul**, '15, who was the first of this generation to join SigEp at Texas Alpha. With Carlos' son, Christopher, and Michael's son, Alex, attending Texas-Austin this fall, we may see more De Ayalas at Texas Alpha later this year. Kiki and Mano have four younger sons, so the legacy may likely continue in 2014 and beyond.

The SigEp experience has formed strong bonds between the De Ayala brothers and now their sons. Carlos' pledge class experienced the loss of the house by fire. Yet by his senior year, he saw the efforts of the alumni come together to design, finance and build the finest fraternity house of its time. Carlos served as chaplain and president and is now a board member of the chapter's Education Foundation. Kiki attended UT on a football scholarship, earning All-America honors as a defensive end, served as team captain, and still holds the

all-time record for sacks. Michael enjoyed his work as alumni relations chair, and Mano also held elected offices for SigEp.

The De Ayala brothers live in Houston. Carlos works in business development with Linn Energy. Kiki is a real estate developer with projects throughout Texas. Michael is an industry CPA. Mano is a commercial trial lawyer and partner with Buck Keenan, LLP.

Why did you want your sons to join?

Carlos: The quality of fraternities often goes through cycles. Through my service on the Education Foundation Board, I saw firsthand that Texas Alpha was as strong as ever. I wanted Paul to consider SigEp because of the quality of the chapter in terms of the character and abilities of the young men.

Kiki: When my oldest son, Michael, decided to attend Ohio University, I was pleasantly surprised when he phoned one day to tell me that he was joining Sigma Phi Epsilon. Growing up, Michael was surrounded by our SigEp brothers and knew how special the Fraternity was to us. I am so proud he sought out SigEp and that his experience was such a good one.

Mano: I am the father of three sons. The

oldest (Marcus) is a junior at Memorial High School. He is considering attending the University of Texas, and I would like for him to surround himself with the quality students and young men that Texas Alpha has a history of attracting. I would like for him to experience what we did—building

continued



De Ayala and SigEp brothers Kiki, '84, Carlos, '83, Michael, '87, and Mano, '89, share a laugh at 2007 family Easter celebration in Houston.

"When my brothers and I are in the storytelling mood, our sons seem to listen and even put down their smart phones. For at least a brief moment, they see a side of us that isn't quite so old and uncool."

~ MANO DE AYALA



Ralph De Ayala, Renaissance, and son Carlos, '83, got dressed up for the first Red Garter event celebrated in the newly built house in 1982.

life-long friendships with new brothers from across the state and other parts of the country.

What inspires you to provide financial support to SigEp?

Carlos: Giving back is natural, not only to maintain the experience, but also to connect different generations. The chapter's recently established Buffkin-Felker Award and Scholarship (see p. 4) is one example that will connect the past, present and future. It was very humbling to see so many brothers contribute and encourage others to contribute as well.

Mano: The late 1980s were not the best of economic times in Texas, and I was at risk of having to drop out of the Fraternity. One of our best and most active alumni, **John Tyler, '63**, found me work and a small scholarship that made it possible for me to finish my SigEp experience. Prior generations inspire us to support Texas Alpha financially. They have carried the torch when the chapter needed financial help, and our generation and those that followed were the beneficiaries.

How does SigEp come up at home?

Mano: When my brothers attended Texas, I was at home and would listen to the stories (at least the ones they were willing to share with Mom and Dad) and meet their new brothers. SigEp was such a significant part of their college experience, I always imagined my college experience would include SigEp...and it did.

With our sons, we make it a point to visit the house when we attend football games or are otherwise in Austin. When my brothers and I are in the storytelling mood, our sons seem to listen and even put down their smart phones. For at least a brief moment, they see a side of us that isn't quite so old and uncool.

Hicks family reflects leadership, scholarship and stewardship

By MARK KIESTER, Texas-Austin '71

At Texas-Austin's Texas Alpha Chapter, recruitment of legacies is serious business because it significantly adds to the rich history of the chapter as it approaches its 85th anniversary in 2015. Texas Alpha manpower ranges between 170 and 190 men. Of those, 30 to 35 undergraduate brothers are legacies—sons, brothers, nephews, and grandsons.

The Hicks Family

Tom Hicks, '68, due to his past service on the SigEp Educational Foundation board and the establishment of the Thomas O. Hicks Scholarship, has the highest profile of the Hicks brothers. He represents an important lesson of the value of recruiting legacies. Texas Alpha's recruitment of this family started with a clean sweep of the sons of John Harden Hicks—a successful Texas radio station owner.

The first was **Tom**, who became a SigEp in the early '60s and was a member of three consecutive classes of chapter brothers who, through their leadership, helped establish Texas Alpha as an up and coming UT fraternity, despite the chapter's status as one of the last fraternities established on campus in 1930. Tom was followed by **Steve, '72**, then youngest brother **Bill, '76**.

But with Tom's first two sons, the chain was broken. They both attended Highland Park High School in Dallas, a school with a very strong pipeline to the UT's Sigma Alpha Epsilon Chapter. Even though Tom and his two younger brothers tried to persuade Tom's sons to become SigEps, they both joined SAE.

The next generation

Neither of Steve's sons attended UT and both attended schools where we had no SigEp chapters at the time. But when

Bill's boys came to UT all three—**Will, '04**, **Andrew, '06**, and **Tim, '09**—joined Texas Alpha. Hence the string of Hicks legacies was re-established. Will relates that it was a lot of fun when the extended family would gather and Tom, Bill and Steve would give Tom's first two sons—Mack and Tom—a bit of good-natured ribbing that Will had not made the same mistake as they did.

The legacy was extended a bit further when Tom's next son, **Bradley, '08**, after a very heated competition with the UT SAEs, became Tom's first and only son to join the "family fraternity." When asked his opinion on why Bradley chose his father's

Fraternity over his brothers', he remarked, "Because they promised him they could nurture and develop his leadership skills; and they did. Bradley eventually became vice president of recruitment and president of the chapter. More proof that SigEp can develop leadership is that Bradley is



All four Hicks brothers, Jay, Bill, Tom, and Steve, attended a wedding together. The eldest brother, Jay, a brother at Southern Methodist's Phi Delta Theta Chapter, passed away in 2007 at age 64.

now serving his country as a Navy Seal—the most selective U.S. military unit.

The Hicks family at all levels has experienced a great deal of success after college in a wide range of fields. Tom is a noted investor and SigEp Citation recipient. Steve, also a Citation recipient, owns and operates three successful companies including the rapidly growing Harden Healthcare and a new investment in Capstar Aviation. He was recently inducted into the prestigious Texas Business Hall of Fame. Bill and his sons operate a cluster of successful radio stations in Bryan/College Station (home of the Texas Aggies), Texas.

Steve, when asked why he became a SigEp, simply said, "SigEp is like a second family to me." To the same question Tom remarked, "I just liked the fellowship and to this day my three closest friends were all Texas Alpha brothers. Over the years



Family friend Walter Hailey, Texas Renaissance, and Madelyn Hicks are flanked by her sons Steve and Tom to the left of Hailey and Bill and Jay to the right of Mrs. Hicks at her home.

I have invested in several business that included equity and management from my brothers.”

The family is noted not just for their success but also for their quick wit and keen sense of humor. When I asked Steve, Tom, Bill and Bradley for a favorite SigEp story from when they were undergraduates, the family sense of humor shined. All refused to answer the question because it would involve embarrassing and making fun of a fellow brother. Steve said it best: “It would be a story about Kiester [me] that I could not disclose.”

Beyond the family legacy

I’ve been fortunate to know the extended Hicks family for decades. I was recruited by Tom, and in turn, I helped recruit Steve. When working with their dad in the radio business, I met Bill and



From left, Steve, Tom and Bill Hicks at their dad’s induction into the Texas Radio Hall of Fame.

helped recruit him for Texas Alpha.

These families for two generations have made significant contributions of time, treasure and talent to SigEp at both the local and national levels. Their combined family gift to Texas Alpha’s highly successful capital campaign equaled just over

20 percent of the total funds raised, and all the Hicks boys participated in securing other gifts.

Today the active chapter benefits every day from the Hicks Family Pavilion that serves as an athletic, meeting and social facility. All the Hicks boys reported to me they have supported both Texas Alpha and the Grand Chapter financially simply to help the next generation of Texas Alpha maintain its hard-earned position as one of the most prestigious and successful student organizations on the UT campus.

All the Hicks boys have supported both Texas Alpha and the Grand Chapter financially simply to help the next generation of Texas Alpha maintain its hard-earned position as one of the most prestigious and successful student organizations on the UT campus.



Hicks brothers Jay, Tom, Steve, and Bill line up tallest to shortest on the diving board back in the early '60s.



Current Chapter President Eric Croak, '14, and his father Tim Croak, '82, see eye to eye on how to keep the Toledo Chapter in top form.

Toledo chapter presidents: Like father, like son

By THOMAS W. RUSSELL, Columbia '99

Joining the fraternal brotherhood of SigEp provides a family-like experience for many. For Chapter President **Eric Croak, Toledo '14**, SigEp has always been a part of his family, and joining the Fraternity continues a lifelong immersion with SigEp.

Eric's father, **Tim Croak, Toledo '82**, also served as chapter president. Additionally, three uncles belong to the chapter, including another chapter president. As Eric puts it, "I never realized that every single person I grew up knowing as my father's friends were also SigEps." Eric and Tim's pin numbers are exactly 800 apart—653 and 1453.

Several other family members were also Greek, including Eric's mother and sister, who both joined sororities at Toledo. Reflecting on his time in the

chapter, Tim said, "My best lifelong friends and best life experiences were from the Fraternity. It was the single best thing I have ever done in my life."

Sharing the challenges of leadership between father and son is a unique bond that brings them closer together. Eric notes that he is able to talk about Ritual, chapter life, meetings, and tough decisions with his father, and have him completely understand what he is talking about. They share the same philosophies on leadership, commitment, dedication and balance.

While one was task oriented in college and the other is people oriented, they both have excelled in leading the organization through different time periods. Today, Tim sits on the AVC and provides guidance not only to Eric but to the entire

"You set the table for the next generation to accomplish more, build higher, go faster, love deeper, and be better educated, more concerned, more connected human beings than this generation." ~ TIM CROAK

chapter. Eric said, "We have always had a mutual understanding of each other, so even if we got bothered or mad, no respect has ever been lost in the relationship."

The SigEp experience at Toledo is strong. The chapter has finished first among fraternities in grades for 12 years and first in sports for 10 of those 12 years. Last year the chapter won the campus "triple crown" of first place in grades, sports and community service, an award called Dean Parks.

Both Croaks have participated in Songfest, a long-running Toledo Greek tradition that pits fraternities, sororities, and several other organizations against each other in a singing and stage competition. The Residential Learning Community model and the Balanced Man Program provide an experience that distinguishes SigEp and helps it stand out. On campus, the name SigEp evokes images of leadership and involvement.

Leaving a lasting legacy is a primary objective for the Croaks. After he graduated in 1982, Tim's chapter went on to win three Buchanan Cups in the 1980s. Another wave of success followed in the 2000s, culminating with Ohio Iota winning a gold Buchanan Cup at the 2011 Conclave.

Tim noted, "You set the table for the next generation to accomplish more, build higher, go faster, love deeper, and be better educated, more concerned, more connected human beings than this generation." Financial support has followed the chapter's success, with over \$150,000 in available savings and another \$200,000 in endowed scholarships.

Now the mantle is passed to Eric to build upon the foundation left from previous leadership, and continue to make the chapter the best it can be. Eric said, "Now it's my job to make sure my brothers have that premier experience and can pass that along to their children."



The Mandula family: Helping brothers who fall by the wayside

By DAVID GONZALEZ, Toledo '10

Webster's Dictionary defines family as, "a group of people united by certain convictions or common affiliation." The convictions of helping others in the Mandula family have provided hope and faith, and united the Ohio Iota chapter at the University of Toledo.

The Mandula brothers, **Mark, '79, Jack, '81, Thomas, '83, and David, '86**, are all members of Ohio Iota. All four gentlemen grew up believing an education can transform a life, and that it creates not only opportunities personally and professionally, but the responsibilities of helping others achieve their dreams. They learned these lessons from their

late parents, John and Margaret Mandula.

During the 1980s, less than a mile away from the Toledo campus, the Mandula family opened up their home to Ohio Iota and provided guidance and assistance for brothers of the Fraternity. Margaret was eventually awarded the honor of being a Golden Heart (the little sister program).

Shortly after John Mandula passed in 2003, the Mandula brothers and family set up a scholarship in honor of their parents. The Mandula family created the scholarship to honor those who overcome hardships. In 2011, Margaret passed, but the commitment of the Mandula family lived on with the family and the chapter.

Every SigEp will be faced with hardships. The family believes the only thing that matters is how one reacts.

"Do we whine about it? Do we blame others? Do we lash out in fear and poorly placed words of anger and resentment? Or do we stand up, put our boxing gloves on, and act like a 'gentleman?'" asked Mark Mandula. "Do we accept setbacks with dogged determination and courage, and thank God for the opportunity to use each challenge as an educational tool to improve our lives and the lives of those around us?"

Every SigEp will be faced with hardships. The family believes the only thing that matters is how one reacts.



Mark Mandula tells the story behind the Mandula scholarship at the annual alumni appreciation dinner. The Mandula brothers wanted to honor their parents, John and Margaret, through scholarships at Toledo and within the SigEp chapter there.

The Mandula family has been humbled by the award applicants and recipients within the chapter and how they have overcome and reacted to adversity in their lives. **Greg Smith, '12**, Mandula Scholarship recipient, believes in the Mandula way of dealing with adversity and helping others.

"People go through so much and we all walk the same walk, but we just have different shoes, perspectives, and vices," he said. "The Mandula family reinforced and taught me to be empathetic and take time to listen to others."

Last April, the Mandula family chose to increase the scholarship fund. They established a grant, and the family agreed to match every dollar raised up to \$50,000 donated. The goal of \$100,000 has been met.

The Mandula family bond has impressed upon the brothers of Ohio Iota the value of brotherly love. Their scholarship and lessons on life will be shared with SigEp brothers for generations to come.

Nebraska's Pokorny brothers make SigEp a family affair

By **ANDREW FALTIN**, Nebraska '01

Richard "Dick" Folda, Nebraska '49, returned from World War II fresh off a stint as a B-24 Bomber pilot. Joining the Nebraska Alpha Chapter of Sigma Phi Epsilon after he returned, Folda created a family tradition of membership that would reflect multiple levels of brotherhood: biological, fraternal, and military. In 1953, nearly five years after Folda graduated, five of his cousins, all brothers, would join Nebraska Alpha because, as one brother, **Jay Pokorny, '66**, described it, "Being a SigEp had become part of the family DNA."

Proudly, **Adolph and Leona Pokorny** told friends that their five sons, **Jerry, '57, Jack, '58, Jim, '59, Jeff, '65, and Jay, '66**, all became brothers of Sigma Phi Epsilon.

In fact, having over 100 brothers at family parties in the summer seemed more like an extended family reunion each year than a chance to see their sons' Fraternity brothers. It was also comforting for the parents to know that their sons were a part of a group that practiced the values they had worked so hard to instill in their sons.

Nebraska Alpha brought together over 100 men in an environment where the chapter house doors were unlocked and trust among members was the standard. That was a comforting reminder that the Pokorny boys were under the protective wing of an expanding family.

The sense of the larger family became even more apparent when **Jerry**, the eldest Pokorny brother, passed away at the age of 30. Jay recalled that one of the brighter spots in the painful event for his mother was the wonderful bouquet of flowers that came from many of the brothers, as well as the many brothers who attended the funeral. Even more powerful was the moment of silence and tangible

pain that all of the brothers felt when the youngest Pokorny boys returned to the chapter house that next week. The loss was palpable to everyone because SigEp had become an extension of the entire family.

To be sure, the somber moments were far outweighed by the powerful and wonderful experiences of brotherhood. Jay remarked that one of the single best parts of the experience was going through the Ritual and seeing his blood brothers who were also his Fraternity brothers and "Know you had shared something that special together."

That bond through the Ritual provided a level of connection that made the Pokornys' already powerful brotherhood even more significant.

Another level of brotherhood linked many of the Pokorny brothers to their brothers in the chapter: military service. Three of the Pokorny brothers, **Jerry, Jeff, and Jay**, were members of ROTC at the University of Nebraska-Lincoln, as were many of their Nebraska Alpha brothers.

While **Jerry and Jay** returned from Korea and **Jeff** returned from Vietnam, Jay remembers well that some of his Nebraska Alpha brothers did not. **Jim Moore, '65**, and **Rich Brenning, '66**, were two brothers who did not return from their service in the Vietnam War. Jay remembers them fondly and still misses them to this day. One of Jay's fondest memories of the Fraternity was the spring break trip that **Moore** and he took to Los Angeles, which was quite an adventure for two small-town Nebraska boys.

Jay Pokorny returns to Lincoln, Neb., each fall to attend a Cornhusker football game, but his main purpose is to reconnect with the larger Sigma Phi Epsilon



Jay and two of his brothers were also brothers in arms. He remembers with sadness his chapter brothers who did not make it back home.



Top: Pokorny, second from left and chapter brother **Jon Grant, '68**, with their dates at the 1966 Spring Formal.

Bottom: In the back from left are **Jim, Jerry, and Jack**. Jay, front left, and **Jeff** are just getting started on earning their badges. The Pokorny brothers were enjoying activities together from a very young age, including scouting and SigEp.

family that was started 70 years earlier by his cousin.

And while Jay notes that being a Pokorny meant "you were blood," being a brother in Sigma Phi Epsilon provided him another type of brotherhood that was nearly as significant. When he considers that his biological brothers were Fraternity brothers and brothers in service to their country, Jay realizes that he was blessed to have so many brothers with so many dimensions of brotherhood.



From left, Brothers Austin, Bob and Chase Dudzinski match their tuxes and their taste in fraternity life. Three more cousins make six SigEps with that distinctive last name.

Brothers and cousins make six Dudzinskis at Nebraska

By ANDREW FALTIN, Nebraska '01

When Bob Dudzinski, Nebraska '08, was first elected president of the Nebraska Alpha Residential Learning Community, he did not realize that he was starting a tradition in the chapter that would far outlast any policies or leadership plans he developed. Just the responsibility of being the president was enough, but Bob also took on the responsibility of raising many of his brothers and cousins to become brothers when his example set a standard for his own family to follow him.

Although Bob was committed to bettering the chapter from the moment he joined, when he became brotherhood chair, he did not know that he would literally be creating a lineage for his own family, six in total, who would become members of the chapter. Although he does not consider himself a patriarch, the legacy of having six Dudzinski men at Nebraska over the course of 12 years brings him an enormous amount of joy.

By spring 2016, Bob, '08, his brothers, Austin, '11, and Chase, '15, and his cousins, Jordan, '10, Logan, '12, and Colin, '16, will all have proudly become part of the history of the Nebraska Alpha RLC and the larger national brotherhood of Sigma Phi Epsilon.

Long before Bob joined SigEp, the Dudzinski family has been extremely close. In the end, it was not just brothers and cousins that Bob brought in, he brought in his own parents, an uncle, and an aunt, all of whom became active supporters of the chapter through their work on the Parents Association. Bob, Austin and Chase's mother served multiple terms as Parents Association President, and Jordan, Logan and Colin's parents were often fixtures volunteering at Association activities, along with Bob's father.

As parents, the Dudzinskis could not be happier that each of the brothers and cousins joined the chapter, because the family valued excellence in all of their children's lives, and they knew that Nebraska Alpha would help foster their development. Each Dudzinski would always be surrounded by scores of new brothers who were equally as impressive and protective.

As leaders in the chapter and as excellent scholars with their post-graduate pursuits,

each family member propelled himself to greatness using his innate abilities, family values, and the support of Sigma Phi Epsilon brothers. Bob noted, "Sigma Phi Epsilon provided me and my family a unique opportunity to not only grow personally, but also professionally."

"My brothers within the Fraternity have pushed me every day to strive to be the best person I can be."

~ CHASE DUDZINSKI

continued

Nebraska Legacies, continued

The personal growth came in the form leadership development within the chapter. While Bob was a two-time president and brotherhood chair, Jordan and Logan both served as vice president of the Residential Learning Community, and Chase served as social chair. These leadership positions helped mold each of them into outstanding alumni and professionals.

Bob is currently an associate with a capital investment group, Jordan and Logan are in dentistry school, and Austin is in pharmacy school. All of them agree that the development opportunities they had in Sigma Phi Epsilon benefitted them beyond graduation. Jordan has found that, even in dental school, he still runs into brothers who are looking to help him be successful.

Although Chase and Colin have yet to graduate, they understand that a tradition has been established, not only because of what their brothers and cousins have become and contributed, but also because the larger brotherhood of Sigma Phi Epsilon expects the same level of excellence out of any member.

Chase reported, "My brothers within the Fraternity have pushed me every day to strive to be the best person I can be. I cannot imagine where I would be without the advantages and opportunities Sigma Phi Epsilon has given me." Chase and Colin are excited to continue the tradition set by all of the biological and fraternal brothers and want to create traditions of their own.



Bob, Austin, Jordan, Colin, Logan, and Chase make up the whole Dudzinski bunch. Bob got the trend started in 2004, and Colin will keep the Dudzinski name on Nebraska's periodic membership report until 2016.



In the mid-'90s, Matt Kacsur and Jack Donohew were regional directors and met up with family at the Carlson Leadership Academy in Mobile, Ala. From left: David Huhnke, Mom Nonnie, the boys' mom, Polly Kacsur, Matt, John Kacsur, Dave Kacsur and Jack Donohew.

Three Kacsur brothers follow same path at Purdue

By **NONNIE OWENS** and **DAVID HUHNKE**, Purdue '83

How do three brothers with totally different temperaments and college majors end up going to the same university, joining the same Fraternity and becoming SigEp regional directors after their respective graduations? AND each was instrumental in having their dad initiated as a Renaissance Brother. The key is to understand the value of tradition and influence. These four men and their families are role models for all.

Indiana Alpha at Purdue has been blessed with a true legacy story of three sons and a father from Elm Grove, Wis. It started in the fall of 1986 when **John Kacsur, '90**, the oldest son, pledged Sigma Phi Epsilon. Four years later **Dave, '94**, joined, followed by **Matthew, '96**, in 1992.

John said, "I've been very proud that all of us went to Purdue, and that we all worked on staff as regional directors. It has provided a common experience and a bond that all of us share, despite our wide range of ages. Given that we earned different degrees, it was unlikely that we

would ever have the same professional work experience. However, we all had SigEp as our first 'real' job after college!"

Matthew explained, "As the youngest of three brothers, when I arrived at Purdue I wanted my university experience to be unique and wholly my own. Everyone has strengths and weaknesses, and what may be appropriate for one young man may not be a good fit for another.



Dave, Jack, John, and Matt Kacsur were all SigEps on the night Jack was initiated as a Purdue Renaissance brother in 1995.



Knowing this, I attended recruiting events sponsored by many Greek organizations, including Sigma Phi Epsilon. When I accepted the SigEp invitation, I told myself it was because of the members, their reputation on campus, or the national Fraternity as a whole. But looking back, a great influence on my decision was the fact that my two older brothers were SigEps. Now when we talk about the Fraternity, we share great stories anchored in a common experience, yet unique in context. We are privileged to share it with our dad, and it will be amazing to continue the legacy with my sons and nephews."

Dave, the most mischievous of the three, was traveling on the East Coast as a regional director when father, Jack, was to be initiated. Jack recalled, "I was so honored when they asked me to be a member through the Renaissance program. A date was set, and I was ushered through the

"We share great stories anchored in a common experience, yet unique in context."

~ MATTHEW KACSUR

ceremonial rites. I recognized the voice of my son, Matt, who was a junior at Purdue, and the voice of my oldest son John who [I learned] had flown in from Cleveland. The third voice stymied me, and much to my amazement it was Dave who had traveled in from the East Coast. I was truly touched, and it made the ceremony even more meaningful. I will never forget it."

John explained, "The undergraduates graciously let my brothers and me fill the roles of president, vice president and chaplain during the initiation. When dad's hoodwink was opened, he was overwhelmed when he saw all three sons!" Dave added, "There was no way I was going to miss this initiation. I still have the thank you letter my dad sent after the event."

Reflecting on the SigEp legacy, Jack proudly shared, "I feel fortunate that my sons all became Sigma Phi Epsilon brothers because I saw them grow up as responsible men. I feel that this is in large part through the many opportunities for leadership offered by the Fraternity during their college years and while they served as regional directors.

"The experience enhanced their growth and development. They have

blessed Polly and me with seven grandsons and one granddaughter. It will be our responsibility to nurture and encourage the family history we have with Sigma Phi Epsilon," Jack said.

If any family has made an impact on the history of a chapter, it is the Kacsur family. Both Polly and Jack faithfully attended every parents weekend in the fall and spring for a span of 10 years. They were instrumental with the success of the Parent's Club by serving as co-presidents and silent auction chairpersons. Patient daughter Sarah would tag along to be supportive of the family. Her best friend Lindsey married Matthew in 2003.

Polly and Jack Kacsur live in Brookfield, Wis. John and his wife Danielle live in Sammamish, Wash., with their children Jack (10), Ava (8) and Nicholas (5). Dave and his wife, Jamie, live in Acworth, Ga. with their sons, Drew (13) and Danny (10). Matt and his wife, Lindsey, live in Elm Grove, Wis., with their sons A.J. (6), Ben (4) and Jacob (1).

Nonnie Owens was Purdue's house mother from 1992-2001 and teaches etiquette at regional and national programs.

Kacsur kids, from left, Matt, David, John and Sarah, enjoyed the 1995 Grand Chapter Conclave in Orlando, Fla.



Matt Kacsur opened a gift in 1996 on his graduation day at the Purdue Chapter house. He followed in his brothers' footsteps as a regional director for the national Fraternity.

The Nabhan family: A gift of legacy that keeps on giving

By **SHAWN MCKENNA**, Maine '77, Grand Secretary

Every SigEp chapter should have an active legacy plan! Not only is it important to recruit and nurture sons, nephews and cousins of alumni to one's own alma mater, but also to open our red doors across SigEp to legacies. I have heard retired General Colin Powell, many times use the term "force multiplier" and legacies are exactly that.

It is vital and encouraged for parents of all brothers to take an active interest in their son's member development. But the interest often "multiplies" (enhances) when the new member is a legacy.

Among the thousands of legacies in our membership now, the Nabhan brothers, **Norm**, '71, and **Doug**, '77, from the Indiana Alpha Chapter at Purdue come to mind. Norm recruited his brother, Doug, to join Indiana Alpha, and he later encouraged his son, **Matt**, to join the Colorado Alpha Chapter at Colorado! But it did not stop there; the family tree expanded. Norm and Doug were instrumental in encouraging my sons, **Ryan**, '03, and **Riley McKenna**, '09, to join the Indiana Alpha Chapter, so they became legacies as well. Let's read what the Nabhans have to say, in their own words, about the significance of legacies.

Norm: All of us who have continued to be involved in the Fraternity have done so because our personal experience was so impactful to our lives that we wanted to give back, so that others could have that same type of life-changing experience. I came to Purdue as a shy, somewhat insecure kid, and three years later, I was elected president of the chapter. After I graduated, I worked on the national staff for a year, chaired the finance committee, and eventually was elected to the National Board of Directors, where I served as Grand Treasurer and Grand President, from 1997-1999, of our great Fraternity.

Several years after I graduated, my brother, Doug, attended Purdue, and with a little push from me, pledged SigEp. Upon graduation, he too opted to travel on the national staff and stayed involved for decades, serving still as the



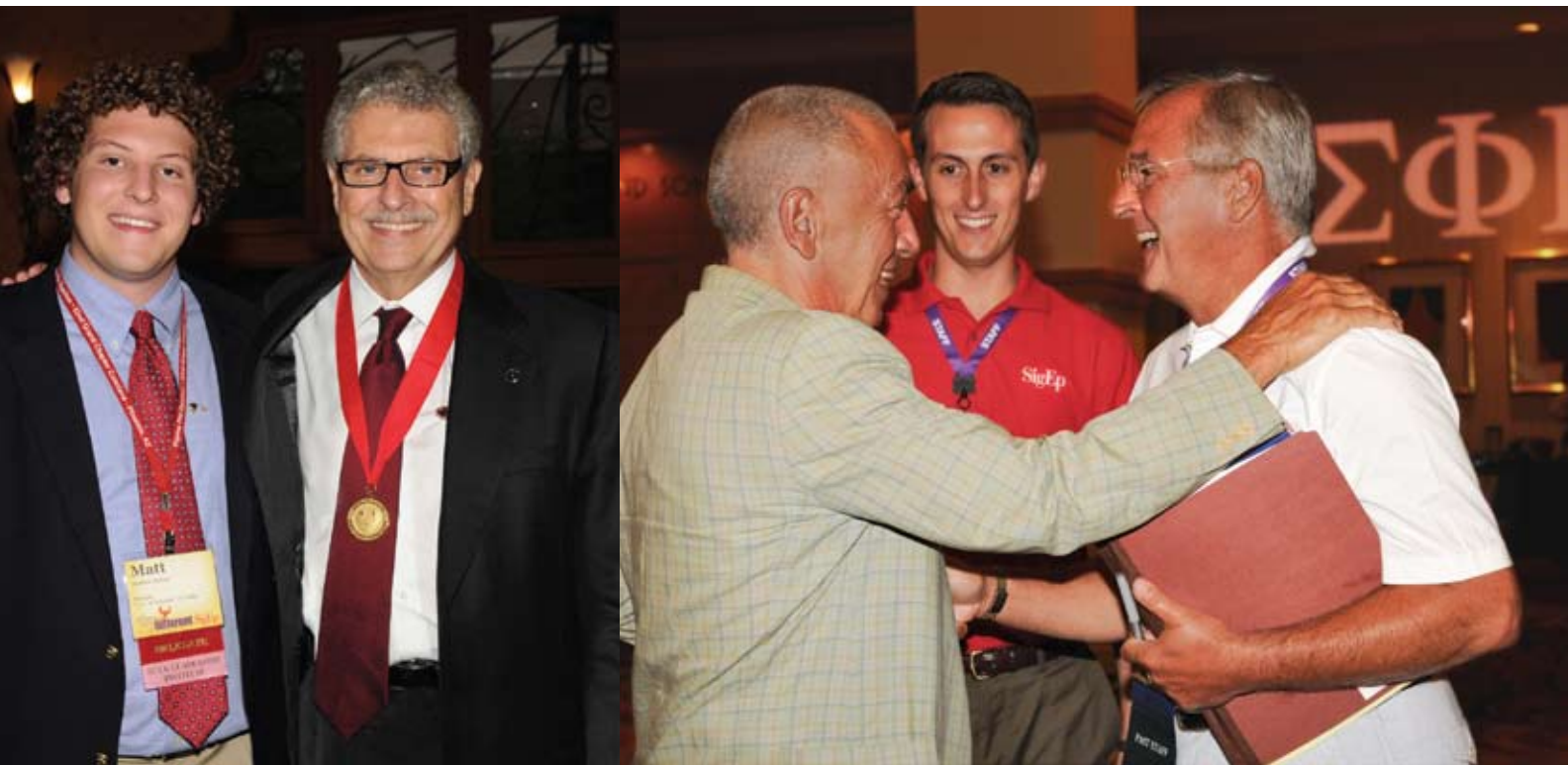
The 2011 Conclave in Phoenix brought the Nabhans together. Seated are Matt and his grandmother, Jerri Nabhan Buxton. Standing from left are Norm, Doug and Karyn Nabhan, Norm's wife and Matt's mother.

Fraternity's General Counsel. When my brother became a legacy (brother times two) I saw the significant contribution he has made to SigEp's well-being. I really felt fulfilled about our legacy. However, as good fortune would have it, my oldest son expressed an interest in joining SigEp with the Colorado Alpha Chapter. So I applied that same "gentle push," which resulted in one of the proudest moments of my life: Matt called and said, "Hi Dad, this is Matt your son and your brother!" Not only did my son become a member but he also became the chapter president as his uncle and I had.

To have two people that I love intensely, my brother and son, become part of something that I have given much of my life to is a wonderful gift. As I have watched both Doug and Matt become outstanding leaders, I know that they and many others who have passed through the red doors had a life-changing experience, perhaps even greater than the one

I had. Most times when we try to give back, we end up getting gifts well beyond what we imagined. Hopefully our loved ones will be able to continue giving those gifts to others, including our children and grandchildren.

Doug: Of course I knew my brother was a SigEp as I had been to the house when he was at Purdue. But by coincidence, my new best friend, **Chris Wallace**, '77, (recently deceased) had a brother who was a SigEp too, so we both joined. I held every office in the chapter. Like Norm, I too, became a member of the Headquarters staff for a year. Norm well knew the challenges of being "on the road." Norm had to ride a horse, but the automobile had been invented by the time I was on staff. It got lonely out there as the only connection was the pay phone. Norm told his wife that no matter when I called from the road, he wanted to accept the charges, so we could talk. As my



Above: Matt with his dad, Norm Nabhan, former Grand President of SigEp, who proudly displays his Order of the Golden Heart medallion. Above, right: Doug Nabhan, right, catches up with former Grand President William G. Tragos, Washington in St. Louis '56, while Chapter Services Director Joshua Hodnichak, Case Western '10, looks on. Doug serves as SigEp's general counsel.

"Norm had to ride a horse, but the automobile had been invented by the time I was on staff. It got lonely out there as the only connection was the pay phone. Norm told his wife that no matter when I called from the road, he wanted to accept the charges, so we could talk."

~ DOUG NABHAN

father had died while I was in college, Norm took up the role and became much more than a brother to me. Of course, one of the most amazing things to watch was when he was named Grand President, and then when he received the Order of the Golden Heart (2001). I knew my dad was looking down, so proud that the sons of a Lebanese immigrant family from the rough city of Gary, Ind., had not only earned college degrees but contributed strongly to the Fraternity they so deeply love. When Norm sent me a note that Matt had become a SigEp, I wept tears of joy and still keep the note on top of my desk. Matt is my legacy too!

Matt: Despite my familial history with SigEp, joining a fraternity wasn't a priority when I headed off to Colorado at Boulder. "Balanced Man" was a tired term I had heard since I was in diapers, and I looked forward to building my individuality much like many other incoming freshmen. Perhaps the best thing my dad could have done was to plant those SigEp

seeds early on. Upon arrival, I was pleasantly surprised to find a group of young men at the Colorado Alpha Chapter with whom I shared many interests, ambitions, and the desire to fully enjoy college.

As I look back on the past four years, I am amazed at the richness of the experience SigEp has been able to offer me. It has become much clearer why old codgers like my dad and Uncle Doug have stayed involved for all these years. After spending long hours chairing a committee at the last Conclave, I plan to make the most of my time in Dallas celebrating brotherhood with connections old and new. I enjoy knowing that many of those connections came as a result of the legacy left to me by my father and uncle. In fact, the concept of legacy is so important to me that I hope, someday, I get the same call as he did, "Hi Dad, this is your son and now brother...."

Alumni and Volunteer News

Salvage Dawgs: Architectural rescuers share their adventures

By GAY-LYNN CARPENTER, Editor



The latest black dog, Labrador Retriever Sally, keeps a vigilant watch over the aisles in between naps.

Roanoke, Virginia, population 96,714, is nestled near the Blue Ridge Mountains, and a quick drive through downtown lands you at 13th Street and Memorial Avenue. You'll see the sign for Black Dog Salvage, and as soon as you turn into the parking lot, your eye is drawn to some kind of rocket with the store's name emblazoned down the shaft. But your eye can't rest there for long.

Soon it leaps over to a gazebo with wrought iron benches, and then to a section of sinks on their sides in a dizzying array of shapes and shades. Welcome to the world of **Robert Kulp, Virginia Tech '85**, proprietor of Black Dog Salvage and star of the reality show, *Salvage Dawgs*.

Kulp has been building and remodeling houses since he left the Navy in 1991, first in Virginia Beach and since 1998 in his hometown where he is founder and president of Blue Ridge Residential, Inc. He frequently kept the Virginia Tech Chapter house in good repair and had lived there during his college days, "sometimes with heat, sometimes without," he said, while getting his degree in building construction.

Out of the blue, he heard from a guy named Mike Whiteside, another Navy vet, looking to build a garage so he could

store his woodworking equipment and go back to being a yacht captain.

In the meantime, a huge mansion in town was offered up for free by a hospital company to anyone who would move it. They decided together to, "get the good stuff out of it," Kulp said. "We were the last people between historic architecture and the landfill." They had a contract for the salvage rights in a week and stored the rescued architectural gems in Whiteside's old shop. And a business was born.

Black Dog Salvage moved to its current location in 2003, and in addition to shelves full of claw feet for old tubs and almost endless aisles of reclaimed doors, the business includes consignment booths and of course, the black Labrador, Sally. Molly, the original Black Dog and namesake, lived for over 13 years.

One of Whiteside's fishing buddies knew someone who produced reality shows with Figure 8 Films, including *John & Kate Plus 8*, *Sister Wives*, and *19 Kids and Counting*.

Kulp films a segment for the show. Each episode requires 30 to 40 hours to film.



Unlimited treasures and unimaginable variety await the house renovation hunter at Black Dog Salvage. Above, sinks stretch back to the fence. Right, you'll find the perfect answer for a huge dilemma. "There's nothing worse than a three-footed tub," Kulp quipped.



Robert Kulp's Roanoke businesses include a number of family members: Seated are niece, Bethany Jones, and sister, Koiner Thomas, who work at the store. Standing next to Robert is his uncle, Ralph Baker, who handles projects for Kulp's construction company.



One of the more memorable finds became a bit of a landmark. This rocket is featured in one of the Salvage Dawgs episodes. Needless to say, it took a mighty big truck to haul it in.



Business partners and Salvage Dawgs reality show co-stars Mike Whiteside, left, and Robert Kulp, Virginia Tech '85, breathe new life into the best fixtures and fittings from old houses and buildings at Black Dog Salvage.

A pilot was produced, and the show was sold to Trailblazer Studios, which is run by fellow SigEp and Vice President of Original Programming Jeff Lanter, Barton '91, who produces the show. Five episodes have aired on DIY Network and HGTV, and eight new episodes are scheduled to debut in June.

Traffic through the store has soared. And people are calling with opportunities to rescue historical and reusable fixtures and materials from buildings across the country. In fact, Kulp noted that they were getting a new phone system installed as they try to ramp up their “stressed” systems to meet newfound demand.

Viewers are drawn to the well-meaning banter between the more practical Kulp and the more adventurous Whiteside, who shows up at the store in one episode with that rocket. He is pumped up about his find, and Kulp wonders out loud who in the heck would buy it. They spend time recovering material and then selling and even installing mantels, old tiles, giant doorways and stained glass windows.

Each episode requires 30 to 40 hours of filming for one 20-minute show. Kulp never saw himself on a national stage, but he's enjoying the exposure. He sees the potential to reach a broader group

of people who care about preserving the finely crafted, historical aspects of homes and buildings so that their character can live on for future generations.

Upon reflection, Kulp feels like he came to understand the meaning of leadership from his Fraternity experience. While he wasn't in an official leadership position, he saw his brothers become leaders, and they were role models to him. “I saw how to deal with large groups of people and negotiate outcomes and how to get people on board. I learned how to explain: ‘This is how it will be good for you.’ I saw that a lot at school,” he said.

Whether he's talking about an altruistic goal or business result, he's using the persuasive skills he observed in school. He has continued a deep connection with the Fraternity and his brothers are still among his best friends. When he considers what means the most to him about SigEp, Kulp pauses. “That's going to be hard,” he said. “Well, I have three sisters. I didn't have any brothers, and now...” Kulp goes quiet again. “Now I have tons of them.”

He sees the potential to reach a broader group of people who care about preserving the finely crafted, historical aspects of homes and buildings so that their character can live on for future generations.

Logistics company targets SigEps as interns

By JOSHUA GUTIERREZ, Cal State-San Bernardino '09

When developing a business or crafting a working team, it's imperative that you share a similar mission and set of values. Sean P. Gazitua, Florida International '03, viewed his family-owned and operated business as a place to capitalize on that belief.

Gazitua, a former vice president of recruitment with SigEp and vice president of sales and marketing at WTDC, decided to rebuild his family logistics company using those recruitment skills he developed as an undergrad.

"I was looking for like-minded individuals who shared my values," Gazitua said, "After following the traditional hiring channels, I recognized through our internship program that the talent pool in SigEp at Florida International was better qualified to deliver the intangibles needed to succeed in the fast moving world of logistics."

WTDC is a foreign trade zone, a domestic and international distribution and fulfillment center. It primarily serves clients who manufacture goods in foreign countries and pre-position inventory for international distribution. WTDC also focuses on transportation management so they can book shipments for any cargo via road, rail, air or ocean.

Sean Powers, Florida International '03, marketing coordinator and WTDC employee for three years, is Gazitua's fraternal little brother. He explained that although Gazitua is working to instill SigEp principles into the workplace, they fit perfectly with the management style of Gazitua's father, Ralph L. Gazitua, President and CEO of the company.

"[Ralph] has always been a big advocate for health and the arts," Powers continued, "He is consistently encouraging each of the employees to pursue both of these things."

However, rather than just "encourage" this journey towards a balanced life, Gazitua often peppers employees with personal conversations about health, nutrition, and culture.

"Recently, we've substituted weekly lunch meetings with some sort of cultural



SigEp brothers from Florida International can be found just about everywhere, including the warehouse at WTDC. From left, Julen Sotil, '11, customer service; Sean Gazitua, '03, vice president of sales and marketing; Adrian Fernandez-Romani, '10, FTZ analyst; Sean Powers, '03, marketing coordinator; and Freddy Diaz, '09, customer service.

"I recognized through our internship program that the talent pool in SigEp at Florida International was better qualified to deliver the intangibles needed to succeed in the fast moving world of logistics." ~ SEAN P. GAZITUA

or health related conversation." Gazitua noted, "We've had a nutritionist come in and give little changes on dieting. We've had Walgreens give free flu shots to the entire staff. All of this is contributing to the values that both my father and I prize most; a Sound Mind and Sound Body."

It's no wonder, then, that Gazitua began an internship program hiring SigEps. Gazitua explained that the decision was based on a variety of factors, from a national Fraternity push to the unique lifestyle choices of local Miami residents.

"We heard somebody at Headquarters speak about a committed push to get SigEps hired in the workplace," Gazitua said, "We took this as a call to make it a reality in our local chapter."

Gazitua explained that unlike other large-scale universities, Florida International is home to students mostly from the local community. So, students

who go to FIU also tend to stay locally following their graduation.

"Miami is a smaller community than people realize. The people who you went to school with are the people who you do business with," Gazitua said.

Rather than placing an ad for a local job search, Gazitua realized that by developing an internship for SigEps, he'd get a variety of students who not only hold similar values, but also share a personal responsibility to ensure the company is well run. Since beginning the program two years ago, WTDC has hired eight SigEp interns, and now five SigEps work full time at the foreign trade zone.

In a time when employment looks dim for many, Gazitua's trust in SigEp's dedication to a Sound Mind and Sound Body remind us that beliefs, values and virtue will always enhance any work environment.



Zachary Nunn seems to hold the full import of his protective responsibilities on his face, in the shadow of the Washington Monument. As a former Air Force pilot who flew over 700 missions in Iraq and Afghanistan, he's certainly got the focus, grit and stamina for the job. His call sign in the Air Force? Flying Nunn.

The chapter doubled in size at the end of its first semester. In a year, they had the top grades on campus, were intramural champions, and led in service hours. They also held 40 percent of Drake's student senate. "I'm proud of a continuing heritage of brothers where students, alumni, and even the university president agree, Drake's SigEps are what a fraternity is intended to be," he said.

Ten years later, this legacy came full circle. In 2012, a fellow brother, **Ryan Price, Drake '12**, interned at the White House in the vice president's office. "He impressed us all with his acumen," Nunn said. "It proves, some of SigEp's best talent influencing me today, is not just our alumni, but our current cadre."

Nunn also spent some of his time in college abroad, spending eight months in French language immersion and also attending a work-study program in Britain, working for a member of Parliament. "It gave me the confidence and 'real-world' experience to stand out when I worked for the U.S. Senate after college," Nunn said. "I highly recommend a semester abroad or an overseas summer internship."

After college, Nunn served in the United States Air Force before entering the U.S. Air Force Reserve, where he serves as a captain. He remembers an inscription on the inside cover of his copy of *The Lifetime Responsibility of Brotherhood*. It was Aristotle's quote, "We are what we repeatedly do. Excellence, then, is not an act, but a habit."

"I've since aimed to execute this maxim in all aspects of my life," Nunn said, "and none more so than my military service."



Nunn got to fly in a UH-60 'Blackhawk' at the conclusion of a National Level Emergency Exercise, designed to simulate a catastrophic cyber attack on America's critical infrastructure.

As an airborne intelligence officer, he gauged the success of the missions based on two criteria: everyone returns to base and the objectives of the operation are achieved. Nunn felt that there was nothing more important than your duty to your fellow airmen. "Like SigEp, it is a brotherhood built on the sum being greater than the individual," he said.

Nunn credits his work ethic to his grandmother. She was a teacher in a one-room schoolhouse and also one of the first women to earn a master's in education from Drake.

This legacy has taught him that, "The pillars of greatness in our lives are never built upon a single foundation," he said. "When one brother excels in his career, personal goals, or life achievements, we all are beneficiaries of his hard work."

SigEp helps make cyberspace safe for the nation

By **MATT SMITH**, Drake '12, Communications Manager

Walking the hallways once travelled by Jefferson and Lincoln was, at first, a surreal experience for **Zachary Nunn, Drake '02**. Nunn is the director of cybersecurity policy for the national security staff in the White House. "My first time meeting the president in the Oval Office is a moment that holds my mind in awe and humility," Nunn said. "The presence of the presidency is never out of your mind when working in the West Wing."

At the White House, Nunn advises the president, national security advisor, and other principal members of the cabinet to prevent threats and make policy recommendations on cybersecurity to protect the United States. "Cybersecurity is increasingly in the public and private mind when assessing national defense," he said.

Nunn's success has earned him the Young Alumni Achievement award from his alma mater, Drake. "The award grants me the opportunity to show I am a reflection of the individuals who enabled my present success," Nunn said. And his story proves that success comes with hard work.

During his time at Drake, Nunn helped re-establish the Iowa Delta Chapter. "Fourteen men came together, from the most unlikely cast of characters, to re-colonize a legacy," Nunn said. "It's an experience that's honed my self-reliance, poise, and leadership."

"We are what we repeatedly do. Excellence, then, is not an act, but a habit." ~ ARISTOTLE

Leadership experiences land Ruck scholar in Peace Corps

By **PETER STEPHAN**, Bradley '10

As I lie in my hammock and plan another week's classes, I reflect on a question that most people ask themselves at one point: How did I get here? "Here," in my case, happens to be a three-room concrete house that I rent for \$90 per month (including utilities). "Here," happens to be 25 minutes by chicken bus to the nearest bank and supermarket. "Here," for the past 20 months has been Madriz, a small region in northern Nicaragua.

To answer that question, we have to go back to 2006, my freshman year at Bradley. I joined SigEp because they lived a mantra: "This fraternity will be different." Different was unique and exciting and something I wanted to be a part of. SigEp inspired and encouraged me to be different through several major growth opportunities, such as becoming Fraternity president and attending SigEp's Ruck Leadership Institute. It was these leadership experiences, coupled with the many philanthropic activities associated with my Fraternity that qualified me to apply for Peace Corps service. As a result, in December 2010, while my peers were accepting offers from employers and graduate schools, I accepted my Peace Corps assignment to work as a small business development volunteer in Nicaragua.

Since I graduated with a double major in Business and Spanish, my assigned responsibilities include co-planning and co-teaching classes about entrepreneurship to hundreds of high school seniors at five high schools. I also organized, fundraised and prepared my students to compete in five local business plan competitions. Nicaragua has an underemployment rate of above 40 percent, so it's my hope that an entrepreneurial education will assist my students to one day secure work opportunities that can help support them and their families.

Outside of the classroom, I'm working with a coffee cooperative and a women's support network to develop strategic plans that guide and grow their organizations. This month I won a grant from the

United States Agency of International Development to build a well in a rural community that does not have access to clean drinking water.

For nearly two years, Nicaragua, the second poorest country in the western hemisphere, has been my home. As one might expect, conditions are vastly different than the affluent suburbs of Chicago where I was raised.

I have adapted to a steady diet of bland food and lived without the luxuries of indoor plumbing, reliable electricity and consistent Internet service. I've had my pocket picked and have contracted gastrointestinal illnesses multiple times, which in one instance required hospitalization. Fortunately, the good aspects of Peace Corps service greatly outweigh the bad and have led to a fulfilling work experience. I have made lasting friendships and been pleasantly surprised by the warmth and generosity of many people.

July will bring the final chapter in my Peace Corps experience, and it will be time to ask a new question: Where do I go now? After exploring the beautiful rain forest and coastal areas that surround where I live, I will return to the United States to apply my skills in the consulting, international business or non-profit fields.

To learn more about the US Peace Corps and projects like Peter's, please visit www.peacecorps.gov.

Conditions in this remote village provided Stephan with a broader perspective that he hopes to apply when he returns to the States later this year. Right, he dines with friends Jadder, Irma and Katherine.



Andrew Crebo, '10, Jon Trent, '10, Peter Stephan, '10, Steve Simak, '09, Kevin McClelland, '11, on a recent visit in Nicaragua.



Legacies join Fraternity brothers to create cooking show

By STEVE DORSEY, American '09

Two biological brothers teamed up with two of their Missouri State SigEp brothers to turn a pastime into a Food Network pitch. **James Spears, '07, Paul Spears, '09, Drew Burbridge, '07, and Brandon Power, '08**, came together in December 2011 to launch "These Guys Can Cook," as a series of Internet videos teaching healthy cooking.

The idea is simple, according to Burbridge, who stars in the show with James. It's two guys teaching people how to easily impress with simple preparation, bold flavors and solid techniques.

Burbridge also helps produce the show. James' little brother, Paul, and Brandon work on the technical side of production. It started as a hobby for the group of friends.

"It all just kind of evolved over time," Paul said. "It all spurred from us hanging out cooking food and enjoying each other's company."

"People kept asking us how do you cook this? How do you cook that?" James said.

So the four decided to produce short videos with easy recipes posted to **theseguyscancook.com**, eventually attracting more than a million hits, according to James.

The group said they even caught the eye of film director Quentin Tarantino, with their Big Kahuna Burger recipe. The fictional burger joint is often mentioned in Tarantino's movies.

The show's popularity encouraged them to shoot a 19-minute pilot of the show for the Food Network. They're now working with a production company to fine tune their work. They also appear monthly on NBC station KDSK-TV's "Show Me St. Louis."

The television appearances have given the show more local exposure, and helped them realize it isn't just people on the Internet, and their friends and family who like their work, Paul said. Even though all four have full-time jobs, the show has quickly become a professional passion.

"I've always had a passion for creative work, especially video," Power said. "Aside from having great food around all the time, the best part of the project is how it has developed. We've all come a long way."

The show also allows Paul and James to continue their relationships from



The crew of These Guys Can Cook conjures up their simple, healthy dishes live once a month on the set of KSDK 5 in St. Louis. From left, Brandon Power, Paul Spears, Drew Burbridge and James Spears.

"We found that cooking was a great way to bring people together."

~ DREW BURBRIDGE

Sigma Phi Epsilon, into the professional world. "James is my best friend," Paul said. "It's fun. And we get to share something we're both interested in doing."

Two other Spears brothers also graduated from Missouri State as SigEps. And their father, **Greg Spears, Missouri State '81**, even served as chapter president.

"I think it's more unique for my dad to have gone there and see all four of his sons go down the same path he did," Paul said. "It's just fun to go back and be a legacy," James said.

The project has gotten strong support from the chapter as well, with brothers helping promote the show, James said. The group said the ultimate goal is to begin making money off the initiative, after putting so much time and personal finances in to it.

Besides working to find a national television outlet for the show, a cook book is also in the works, according to Burbridge.



These guys can chill too, relaxing on a weekend afternoon: Drew Burbridge, Paul Spears, James Spears and Brandon Power.

They recognize the show's potential. "We found that cooking was a great way to bring people together," Burbridge said. "At the end of the day, everyone loves food."

Their recipe for success is simple, according to Burbridge: "Where other people like to put passion into their projects, we like to build our projects around our passion."

The art and science of enduring chapter success

By EHREN STANHOPE, Tulane '05, and ADAM SEIBER, Murray State '02

Editor's Note: This article tells the unfortunate story of our now dormant Florida Alpha Chapter. The circumstances and lessons learned are not unique to the University of Florida. They are both comprehensive and reflective of similar scenarios at SigEp chapters across the country. As part of the effort to realign with the Fraternity's values and eliminate risky behavior, Florida Alpha alumni leaders engaged a team of alumni and volunteers from across the country with considerable experience working through similar issues. As members of this team, Brothers Seiber and Stanhope had first-hand experience with the chapter, along with a broader perspective from which to identify lessons learned. We asked them to share their story so that we could pause and reflect on our own chapters, our love of SigEp and our commitment to make sure we don't tell this same story again.

Florida Alpha by the Numbers

- 149 manpower
- Top in grades
- 4 of last 7 intramural championships
- Countless campus leaders
- 4 of the last 8 student body presidents
- UF Hall of Fame members for 10 of the last 12 years

As a Fraternity, we celebrate those who achieve what our late Past Grand President **James Robeson, Cincinnati '59**, described as, "consistent excellence over time." When a chapter shows signs of sustained success, we are quick to celebrate its achievements. Indeed, designing, achieving and celebrating success—together—is a fundamental function of Sigma Phi Epsilon. This summer in Dallas, SigEp will again present dozens of Buchanan Cups to our chapters who do this best. As this magazine has chronicled over the years, SigEp is fortunate to have a lot of 'the best.'

However, we see another side to SigEp that we've been obligated to examine more closely over the past year, as several of our largest chapters have closed their doors. We have noted that the more success a chapter experiences, the more likely the chapter and its alumni, and even the Fraternity as a whole are to overlook underlying issues that, if left unaddressed, can lead any of our best and brightest to a similar fate.

Overcoming this risk is both an art and a science, requiring both rigorous process and the deft touch and intuition gained from years of experience. The Fraternity's ability to survive and thrive with constant undergraduate turnover demands that we learn from both our successes and our failures. Here, we impart the lessons we learned from one such failure to address cultural issues in the hope that we may help shield you and your chapter from the same fate.

An important learning experience

The Florida Alpha Chapter at the University of Florida was, by all outward appearances, one of SigEp's most successful chapters. Since its founding in 1925, the chapter has initiated over 3,000 brothers and was consistently recognized as one of the best fraternities at Florida. Because it was, Florida Alpha was so good in fact that many were shocked when the chapter's doors were closed last December.

In April 2012 we touched down in Gainesville for the chapter's second membership review in six months. The reasons for the review were many—hazing, alcohol violations and abuse, drug use and a lack of accountability among undergraduate brothers. As our team of external alumni interviewed the 98 members who wanted to stay in the chapter, the tension was unmistakable. Despite its troubles, this chapter clearly had a passionate and committed membership, and more than a few of them viewed these outside SigEps with suspicion.

As the conversations with the members unfolded, we discovered that the seeds of failure had been sown years before in a series of seemingly unrelated and unimportant events. Those events metastasized slowly to rob this powerhouse chapter of its health. The chapter appeared to have devolved into a highly politicized and widely misdirected group, with factions yanking it in different directions. The chapter's historical focus on the hard work of maintaining a winning organization had given way to living on past successes, pacifying alumni and the Headquarters staff, and above all, maintaining appearances on campus. This image-driven shift prompted all manner of destructive behaviors to become the status quo within the chapter.

Telltale signs of cultural issues

Each interview that weekend further clarified the narrative. We heard an almost universal commitment to, "the Florida Alpha Way," though we heard multiple definitions of it. Cliques of pledge classes had become virtual mini-chapters, and the chapter came together as a whole infrequently. These groups grew



further apart. The chapter seemed to coalesce only when faced with a common opponent such as a rival fraternity on the athletic field or some other threat to the status quo.

The lexicon of this chapter revealed to us the deep class divisions, an air of entitlement and the relentless *informal* power struggles within the membership. While these characteristics are not, on their own, the death knell of a chapter, Florida Alpha suffered from one additional cultural problem that plagues most of our chapters in varying degrees—the inability of members to hold one another

defaulted to factions, typically aligned around pledge classes.

The mentorship and shared interactions broke down. These opportunities to demonstrate commitment, pride and respect between older and younger members, things which had historically propelled Florida Alpha to excellence, no longer bonded the chapter together. Though we all entered college under the auspices of learning, an often unrecognized benefit of Sigma Phi Epsilon is the opportunity to teach. When upperclassmen disengage, younger members lose their mentors and the older members are

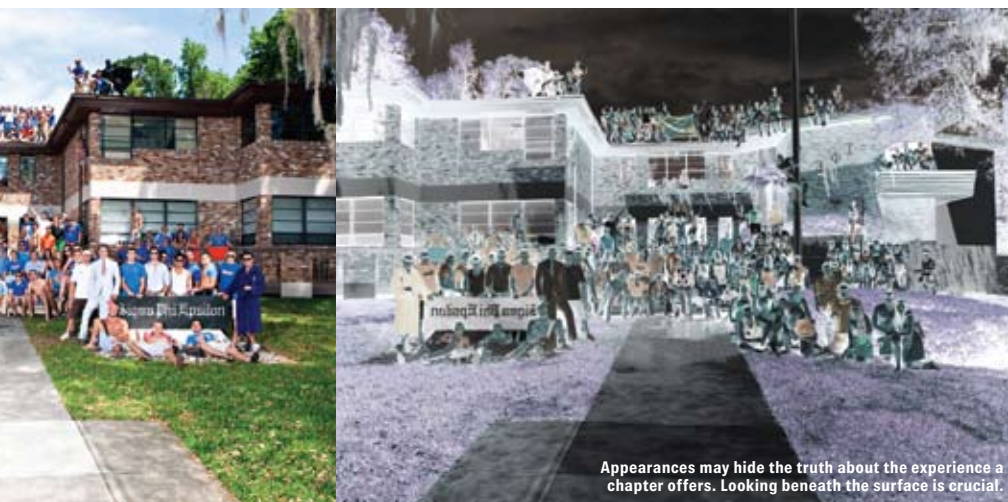
clubs in town became the lenses through which both the members and potential new members viewed Sigma Phi Epsilon.

By the fall of 2011, the responsibility for managing chapter operations had fallen to a young and inexperienced sophomore class. While they may not have had the experience and guidance to assume control, they were eager to do so and found no opposition. A sophomore chapter president ran unopposed—astonishing given the chapter's size and the historically ambitious nature of its membership.

This new leadership team inherited a chapter riddled with problems. Only about 40 of the 141 members regularly attended chapter meetings. Five of the chapter's 34 rooms were vacant, and only a token few upperclassmen lived in the facility. The chapter had no standards board; its judiciary function had been stripped bare—another clear sign of the lack of accountability.

That year, the chapter's efforts to manage external perception and maintain appearances could no longer cover up the chapter's increasing struggles and failures. The pressures from a fractured membership had mounted on a chapter leadership that was overwhelmed. Eventually, outward signs of poor judgment began to mount. When these signs were addressed by the university and alumni, the chapter's behavior spiraled out of control. One prominent Florida Alpha alumnus stated that, "Many well-intended alumni were intentionally and knowingly deceived." Despite significant efforts on the part of alumni, volunteers, staff, and the university, we were too late to help. It became apparent that members could not and, in some cases, would not make the necessary changes to turn the tide. The chapter had to be closed.

Like we have seen at other troubled chapters, Florida Alpha's absence of accountability had become institutionalized. Even if a member felt corrective action was needed for a given situation, he had no practical way to act on it.



accountable. In the context of SigEp, our cardinal principles guide us in keeping our Oath of Obligation, but the framework of a standards board and other formal processes allow us to apply these values. Like we have seen at other troubled chapters, Florida Alpha's absence of accountability had become institutionalized. Even if a member felt corrective action was needed for a given situation, he had no practical way to act on it.

How it all went so wrong

We traced the chapter's troubles back several years to a pledge class that joined and quickly assumed power within the chapter. Though this class led the chapter effectively for two years, no successors were groomed. In a chapter that had benefitted from strong leadership for decades, this break in the succession chain would prove significant. When this class moved on from leadership roles, a vacuum had formed with power concentrated in one group, so the chapter

deprived of a chance to develop key life skills that our organization provides.

Instead of resolving these issues as a leadership team, a phenomenon occurred which we had not seen before. New chapter leadership positions were developed specifically to manage the external perception and reputation of the chapter. These positions, with titles like exec at large, were outside the infrastructure of a standard SigEp officer team. At this point, the chapter's primary focus shifted. The drivers of the Fraternity's past success—mentorship, teamwork and a commitment to excellence—took a back seat. Maintaining appearances on campus through legitimate achievements had morphed into a singular focus on the *appearance* of success, an unsustainable endeavor.

While all this was going on, the recruitment message had changed to reflect the new, image-focused direction of the chapter. Parties became a central focus of recruitment and various bars and night

continued

How do we learn from Florida Alpha?

The experience at Florida Alpha is a sobering reminder that even the strongest chapters can suffer if they stop paying attention to their historical drivers of success. What can we do to avert this outcome?

As alumni and volunteers, we are obligated to safeguard our Fraternity. **The best SigEp chapters in the country function as interdependent alumni and undergraduate teams. Ask them.** While it may be more manageable for a volunteer to show up once a month at an AVC meeting and then disengage until the next meeting, we have to do more if we want to achieve ‘consistent excellence over time.’ The relationship between undergraduates, volunteers and chapter alumni must be predicated on regular, honest and introspective communication. SigEp can stay in front of the cultural and operational problems that plagued Florida Alpha. Consider best practices in the following three areas:

Evaluate – Seek different perspectives from undergraduates, alumni, and volunteers

- **Meet as many chapter members as possible.** Chapter dynamics are easier to understand by interacting with a network beyond the executive board. You may find that those who have the best ideas and those who are the strongest and most influential leaders choose not to hold formal roles.
- **Inject fresh volunteer perspective on a regular basis.** Whether you do this by rotating alumni and volunteer leaders regularly or continuing to add new volunteers to the board, a new perspective will likely generate new opportunities as well as help uncover any potential concerns.
- **Invite alumni from other chapters and non-SigEp volunteers to join your AVC.** Think of them as independent directors at a publicly traded company. If they question local traditions and practices, that’s most likely a good thing for the chapter’s long term survival.
- **Seek out an objective, third-party assessment of your chapter’s performance.** Corporations pay millions of dollars to review their internal policies and objectives. Whether done by a volunteer, Headquarters staff member, or university administrator, an outsider may bring to light operational and cultural issues and solutions you had not considered.

Question – Constructively question chapter culture

- **Play the long game.** Challenge chapter and volunteer leaders to think beyond their own term in office. Identify whether the chapter’s culture is indicative of a successful and enduring

long term organization. If not, establish a shared vision and mission that members can buy into and promote over time.

- **Take a deep dive.** What are the fundamental drivers of the chapter’s successes? What goes on in daily chapter life? How many members attend the weekly chapter meeting? Social events? How is the executive board leading and managing the chapter? Are they innovating or resting on the laurels of past success? Understanding the details will paint a much clearer picture of chapter performance.
- **Appreciate and yet beware of the word “tradition.”** Traditions can be positive, often defining components of an organization. However, and especially in a Fraternity environment, tradition is often used to rationalize behaviors that should stop. What “traditions” exist that could be detrimental to the chapter’s survival?

Lead – Institutionalize leadership

- **Seek out your successor.** And his successor, too. A key role for chapter and AVC leaders is to create a succession plan. Chapter leaders turn over 100 percent every two years, often in one year. In the business world, such a high executive turnover rate would almost certainly result in total failure. Given this reality, our AVC and chapter leaders have to be hyper-vigilant, developing a comprehensive transition approach to ensure the chain of leadership is unbroken.
- **Create the trends on campus.** The most successful organizations recognize that change is constant and continually challenge the belief that they must follow their peers. Endeavor to lead the trends on your campus, not be servants to them.

“One deceit needs many others, and so the whole house is built in the air and must soon come to the ground.” ~ BALTASAR GRACIAN

Florida Alpha’s Return

You will find no simple answers to these difficult issues, but we need to ask the questions to have an open, honest and transparent conversation at every level of our organization.

One thing is for certain, Florida Alpha—with one of the deepest and most talented chapter alumni bases in the country—will be back, just like so many chapters that have re-chartered over the years. The Florida Alpha Alumni and Volunteer Corporation recognizes the problems of the past and has commissioned an in-depth examination to understand where things went wrong. The objective of the study is to develop a holistic solution to ensure a strong and permanent return to campus.

Our Fraternity’s ability to learn from past successes and failures is one reason we have thrived since 1901, and it is how we will continue to adapt to a challenging future. In fact, it may be the discussion on how to link our actions with our values that represents the most relevant effort of building the balanced men we espouse. In an ever-changing environment, we must continue to learn from those who came before us to ensure this success.

You may have noted some references to the business world in this story. In case you are wondering about the validity of comparing a fraternity chapter with business, consider this thought from one of Florida Alpha’s own, the late, great Order of The Golden Heart recipient, **Dave Hendon**, ’50: “The more our Fraternity runs like a business, the more it feels like a fraternity.”



Never been to Conclave? It's time

By **MITCH GOLDICH**, Lehigh '09, Copy Editor



John Stanley, Arkansas '64, with Mitch Goldich at the 2011 Conclave.

I couldn't do it. I don't say that very often, but this time I had to.

I was asked to write an article for alumni who had never been to Conclave, and convince them to come to their first one this summer. But I said that I

couldn't do it. Nothing I write in a magazine will do it justice.

My first Conclave was in 2007, the summer after my sophomore year. Those five days in Atlanta removed the hoodwink from my eyes. SigEp inhabits a much larger world than the tiny bubble I experienced as an undergrad in Bethlehem, Penn.

I scoffed at the notion that I would someday have friends from other parts of the country who I thought of as my own chapter brothers. I was wrong. I now have brothers from all over the country who I can't wait to see at Conclave. We use it as our own personal reunion.

In three Conclaves, I've heard speeches from a man who ran across the Sahara desert, the Commandant of the Marine Corps and the CEO of McDonalds—all SigEps. I had my picture taken with Muhammad Ali and laughed with John Goodman, who you may have seen at the last two Oscar ceremonies.

I learned about the value of difficult decisions when I voted on national Bylaws in our undergraduate delegation. And I learned about brotherly love as I sat through my first necrology, holding out a hand to console brothers grieving a list of men I had never even heard of.

I gained all of these experiences at stunning resorts, in Atlanta, Orlando and Phoenix. I'm ready to add Dallas to the list.

You should come to Conclave too. Yes, you.

Some of you might be skeptical. I know you're out there—the alumnus who reads the *Journal* twice a year, stays in touch with a handful of friends, but is otherwise uninvolved with SigEp. The alumnus who just wanted something fun to fill his time, but never dreamed of running for the executive board. The alumnus whose chapter was closed 20 years after he graduated, who thinks the national Fraternity turned its back on him.

You're laughing to yourself, imagining telling your friends, your wife or your boss that you're going to your old Fraternity convention. But I'm imploring all of you to come. So take a minute to think about it. Really think about it.

On Thursday night, we'll honor our highest-achieving chapters with Buchanan Cups, while our Grand President and district governors parade around with as many pyrotechnics as Beyoncé's Super Bowl halftime show. Well, almost.

On Saturday night we'll recognize brothers who've dedicated lifetimes of service as volunteers. I promise you'll be

inspired by this group of men, who have more passion for SigEp than most people have for anything.

Come rediscover what makes our brotherhood so strong.

Come learn about the way SigEp is driving change, not just in the experience fraternities offer on college campuses, but the way universities themselves think about student development.

Come participate in the discussion about how SigEp can groom the next generation of this country's leaders.

Understand how you played a part, however large or small, in paving the way.

It's not all ceremonies, speeches and meetings. While the undergraduate delegates are in session, you're free to be on the golf course, at the bar or in the lazy river.

And nearly 1,500 brothers will be there to offer you a mulligan, sit for a drink or throw you a life raft.

So drop whatever you're doing and find a computer. Head to sigepconclave.com and register. Not tomorrow, not later today, right now. You can even do it from your phone. Then tell your friends, your wife or your boss that you're coming. Hell, tell them all to come with you. And when you see me walking around the resort, I hope you say hi.

Come see for yourself how Conclave will change your perception of our Fraternity. I can't do it for you.



Just a few of the sights you'll see at the stunning Gaylord Texan Resort when you join your brothers at Conclave.

“When one flame burns out another is lit”

By **AARON HAMILTON**, Wichita State '96

In July 2011, a 38-year-old engineer who had moved up the ranks at Boeing to their management track stood up from his desk at home in Seattle, Wash., then fell down dead. A young, engaged, successful member of society gone; a flame burned out.

Flashback to the fall 1992, and I was walking through the SigEp house at Wichita State, a newly-signed member proudly wearing our letters everywhere I went. A young man in need of mentors and guidance. I found that in **Scott Soice, Wichita State '95**. Scott was a year older than me. He was involved on campus and saw potential in me I didn't know was there. He spent our entire college career encouraging me to recognize my potential. His example taught me how to behave like a man.

Scott was elected vice president of finance. You took this position if you had no chance of being elected to any other position because you had to hold everyone accountable. Despite this, he was elected president. The guys in the chapter listened when Scott spoke. He had our respect not because of any title he held but because of the way he lived life. He was fair but stern. He could ace differential equations but still talk at length about Beavis and Butthead, and teach you how to throw a knuckleball. He would oversee a major turnaround in our chapter and still have time to play Sega Baseball for hours on end.

After college Scott and some of our fellow SigEp brothers shared a duplex. He wrote an incredible report for graduate school which helped catapult him at his job. This from the same man who had, along with one of our roommates, brought home an R2D2 beverage container like you see in convenience stores. He was an interesting dichotomy of a man.

In September 2011, a couple of fellow alumni and I had lunch with Scott's parents. They talked at length about his love for SigEp. Nikki, his mom, went through her detailed recollection of how

Aaron Hamilton, Wichita State '96, with his close friend Scott Soice, right. Hamilton helped set up a scholarship to honor Soice after he died suddenly at age 38.

he chose Kansas Eta as the chapter he wanted to be a part of. She talked about the recruitment process and the analytical way he approached it. She knew his decision was made before he asked her thoughts on him joining a fraternity. She talked about how she fell in love with the chapter just as Scott had once she met the guys.

Nikki glowed as she recounted her years as president of the Parents Club. She and Larry, Scott's dad, talked about what a difference SigEp made in Scott's life and how it shaped the man he was. Larry beamed as he recalled being initiated as Renaissance Brother. Then they lit a new flame. Their intention was to honor Scott by endowing a scholarship for the chapter.

From that emotional lunch came the Soice Family Leadership Scholarship. The scholarship is awarded to the president of the chapter. The Soices wanted other young men to have the experience Scott had. They wanted to make sure those young men who rose to the top undergraduate leadership position were recognized for the hard work they did.



(Scott) could ace differential equations but still talk at length about Beavis and Butthead, and teach you how to throw a knuckleball.

you plan to use those talents and gifts to light a flame. Have you talked to your brothers lately? Have you been out of the chapter for several years and thought about reconnecting? Make it happen. Light another flame.

Today, the highway I drive to and from work takes me right by the cemetery where Scott lays, a daily reminder of how fragile life is. We all have talents and opportunities. I encourage you to ask yourself how

Donor sees the impact of giving locally and nationally

By MITCH GOLDICH, Lehigh '09, Copy Editor

When Mark Fabere, Iowa State '80, and his family moved to Pennsylvania, he figured the odds were slim that his son Chris, '11, would follow in his and his wife's footsteps at Iowa State. But Chris decided to visit the campus, and the Faberes stopped by the SigEp house during their trip to Ames. "Quite honestly, it was incredibly disappointing," Fabere said of his old chapter house. "It had fallen on some tough times."

Though the house was disheartening, Fabere was impressed with the caliber of men inside. "You couldn't tell by looking at the house," he said, "but the people in the house were on the rebound."

Fabere never pushed his son to join any fraternity, let alone SigEp, but was pleasantly surprised when Chris came home for winter break during his sophomore year and announced that he had joined SigEp. "My first reaction," Fabere joked, "was, 'I hope that house is better



Mark Fabere (far right) and his son, Chris (next to him), pose with chapter brothers after winning the Buchanan Cup at the 2011 Conclave in Phoenix.

than it looked last time I was there."

Life is different now at 228 Gray Avenue, thanks to a \$3.5 million capital campaign, toward which Mark and Chris

were both happy to contribute.

In addition to his gifts to the local chapter, Fabere recently joined the Board of Governors, allowing him to enhance the lives of undergraduates across the country. It's an impact he's seen firsthand, as his son attended EDGE, CLA and Conclave.

Fabere, whose older brother Scott, '77, is also an Iowa Beta alumnus, feels that he and his son both developed lifelong skills while they each served as president of a Buchanan Cup-winning chapter. For him, the decision to give is easy.

"SigEp's values are relevant, important, and transferrable to your life and to your career," Fabere said. "Helping to provide the next generation the opportunities that were given to me—and to our son—is a privilege and a responsibility. It's a great investment in our future."

Cowboys Stadium welcomes SigEp's Board of Governors

All Board of Governors members are invited to join us at a special dinner at famed Cowboys Stadium on Friday, August 2. The most lavish and expensive stadium in the NFL serves as a great backdrop for us to thank our most generous donors. We look forward to seeing all of our Board of Governors members at this summer's Grand Chapter Conclave, particularly this wonderful evening of celebration and networking with fellow donors and Citation recipients.

Each year, over 550 members of the Foundation's Board of Governors help thousands of undergraduate brothers around the country earn scholarships and attend SigEp's award winning leadership events: EDGE, Carlson Leadership Academy, the



Ruck Leadership Institute, Tragos Quest to Greece, and Life After College. The Board of Governors is SigEp's lead donor group that provides support for national scholarships and leadership events on an annual basis.

If you are a member of the Board of Governors, check your email for the official invitation and get registered for the event by visiting www.sigep.org/foundation.

The world-famous Dallas Cowboys Stadium will open its doors to the 2013 Board of Governors Dinner this summer. Attendees can take an optional, behind-the-scenes tour of the stadium.



Join today

If you are interested in supporting SigEp's scholarships and leadership events at the Board of Governors level, and attending the dinner at Conclave, signing up is easy. Simply set up your gift online at www.sigep.org/BoG or contact Brady Wolfe, 815-541-6992, brady.wolfe@sigep.net to learn more.

In Memoriam

The following is a partial listing of SigEps by state of the member's home chapter who have passed away in recent months. Names in red are national volunteers or those who have received national recognition for their service such as the Order of the Golden Heart, Volunteer of the Year, Distinguished Alumnus or Citation.

It is our chance to remember those brothers who, through their death, have reminded us that life is transitory.

To inform the Fraternity of the death of a member, email the obituary to communications@sigep.net or send to: In Memoriam, Sigma Phi Epsilon, 310 South Boulevard, Richmond, Va. 23220.

You can now read and submit obituaries and remembrances of SigEp brothers on the website www.sigep.org/news/inmemoriam.html

Alabama
Thomas L. Pitts II
Auburn '50

Tyler B. Stapp
Alabama '08

Arkansas
John R. Lingle
Arkansas State '64

California
Thomas S. Robinson
California-Davis '79

Colorado
Dr. James A. Wiseman
Colorado State '63
(Distinguished Alumnus recipient)

Illinois
Willard L. Alford Jr.
Illinois '56

Ivan Rous
IIT '87

Indiana
R. Keith Ballengee
Ball State '83

Jeffrey W. Davis
Indiana State '92

Leland S. Wolfe
Ball State '59

Iowa
Richard S. Hosman
Iowa '41

Darrel D. Reil
Iowa State '50

Lowell C. Roskam
Morningside '58

Fred L. Turner
Drake '55 (Citation recipient)

Kansas
Dr. James S. Ralston
Kansas '52

Major David L. Youngdoff
Pittsburg State '86

Dr. Roger P. Weltmer
Kansas '40

Maine
Charles R. Osborn
Maine '61

Perleston L. Pert
Maine '53

Ronald A. Schutt
Maine '52

Maryland
Alan D. Blossom
McDaniel '97

Massachusetts
Ronald J. Corona Jr.
Northeastern '97

James R. Crowley
Boston University '58

Richard D. Holbrook
Boston University '53

Michigan
Robert C. Brozowski
Ferris State '83

Michael D. Schrock
Western Michigan '65

Missouri
James M. Cassidy
Southeast Missouri State '66

Lester T. Owen
Missouri-Columbia '49

William H. Owen IV
Washington in St. Louis '60

Nebraska
Dennis D. Hoops
Nebraska '72

William P. Jeffries
Nebraska '55

New York
Charles A. Johnson
Rensselaer '59

Solon B. Kemon
Cornell '43

Harry K. Seybolt
Syracuse '56

William H. White
Syracuse '50

Ohio
Ralph J. Baringer
Defiance Renaissance

Robert M. Gates
Toledo '50 (Founding Father of Ohio Iota)

Allen W. Harman
Cincinnati '62

Samuel E. Verral
Ohio State '37

Oklahoma
William H. Curry Jr.
Tulsa '51

Trey Kertz
Oklahoma State '11

Oregon
Theodore H. Gardner
Oregon State '47

Pennsylvania
Bert L. Agnew
Pennsylvania State '48

Frederick C. Butler
Lehigh '41

Thomas C. Evans
Westminster '39

Walter T. Liszewski Jr.
Temple '54

Edward R. McNutt
Indiana of Pennsylvania '56

Daniel V. Pensiero
Thiel '70

Jamie L. Rosley
Drexel '02

Charles S. Thompson Jr.
Pennsylvania '42

Tennessee
Dan L. Smith
Tennessee Tech '71
(Founding Father of Tennessee Epsilon)

Texas
Dr. Charles M. Girard
Texas-Austin '67

Edgar A. Gray
North Texas '59

Steven Mokszycki
Texas-Arlington '83

Virginia
Hardaway S. Abernathy
Randolph-Macon '39

Clay R. Copeland
Virginia Tech '06

James N. Houff
Virginia '62

William H. Jones Jr.
Richmond '41

Joseph W. Porter Sr.
Richmond '53

Joseph G.B. Simanski
Longwood '99

Washington
Theodore E. Brose
Washington State '55

West Virginia
Richard J. Maynard
West Virginia '69

Wisconsin
Dr. Alfred E. Leiser
Wisconsin '44

F. Jay Mattick
Lawrence '45



Fred L. Turner, Drake '55, is presented the Sigma Phi Epsilon Citation by then-Grand President, **Archer L. Yeatts III, Richmond '64**, at the 50th Grand Chapter Conclave in Atlanta, Ga., in August 2007. Turner passed away in January 2013.

“This Fraternity will be different...”

Wear the Difference – daily.



013R
Rope Chain, 18"
GF...\$26, SS...\$23
(Chain sold separately.)



snake
Snake Chain, 18"
14K...\$504 GF...\$29, SS...\$18
(Chain sold separately.)



3252
Classic Ring
14K...\$698
10K, 10KW...\$484
Silverstone*...\$228



3301
Official Ring
14K...\$698, 10K...\$568
Silverstone*...\$324



0322
Balanced Man Ring
14K...\$498, 10K...\$368
Silverstone*...\$166



1901
Brotherhood Ring
10K...\$310, SS...\$74



L2647
Lavalier
10K...\$56, SS...\$26
(Chain sold separately.)



805
Pearl Heart Pendant
10K...\$158
(Chain sold separately.)



105
Pearl Sweetheart Pendant
10K...\$115
(Chain sold separately.)



138
Pearl Sweetheart Pin
10K...\$115



135
Sweetheart Pin
10K...\$69



2606
Badge Shape Pendant
10K...\$120, SS...\$45



L2604
Heart Lavalier
10K...\$56, SS...\$26



100
Official Plain Badge
10K...\$119



104
Official Pearl Badge
10K...\$208



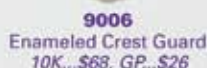
115
Large Crown Pearl Badge
10K...\$248



0075
President's Pearl Badge
with three diamonds
10K...\$349



9005
Plain Crest Guard
10K...\$62, GP...\$22



9006
Enameled Crest Guard
10K...\$68, GP...\$26



4000
Oval Cufflinks
14K...\$449, GF...\$118,
SS...\$82



5000
Balanced Man Cufflinks
14K...\$449, GF...\$118,
SS...\$82



601
Ducal Crown Alumni Pin
GP...\$6.50



602
Enameled Crest Tie Tac
10K...\$46, GP...\$24



2025
Balanced Man Money Clip
GP...\$33

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